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Transition from School to Work—p. 112

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(Continued on page three of cover)

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Labour-Management Co-operation

Labour-Management Committees, promoted by the Department, now number more than 1,700 and represent more than 497,000 Canadian workers. Committees concern themselves with production problems, do not encroach on collective bargaining

The number of Labour-Management Committees in Canadian industry is increasing. A report issued last month by the Department shows that at October 31, 1962 more than 1,700 joint committees, representing more than 497,000 workers, were operating in industry throughout Canada.

The largest number of committees was in the manufacturing industries, where there were 1,131, representing 302,592 workers. In the manufacturing industries, 277 committees, representing 84,178 workers, are in the iron and its products group; 116, representing 45,038, in pulp, paper and paper products.

For other manufacturing industry groups, the number of committees and of workers represented on them are:

Textile Products	43	11,237
Rubber & Its Products	19	10,604
Printing & Publishing	14	2,798
Lumber & Its Products	77	11,135
Edible Plant Products	82	17,102
Leather & Its Products	19	4,430
Edible Animal & Sea Products	66	12,851
Non-ferrous Metals & Their Products	54	18,673
Clay, Glass & Stone Products	80	16,879
Non-Metallic Mineral Products	23	4,217
Tobacco Products	6	5,002
Beverages	34	9,020
Electric Light & Power	103	9,534
Chemical & Allied Products	60	14,501
Electrical Apparatus	45	23,000
Miscellaneous	13	2,393

There were 183 committees, representing 63,866 workers, in the service industry, and 160, representing 30,802 workers, in the communications industry. Committees and the number of workers represented on them, for other industries, are:

Logging	4	890
Mining	29	8,361
Construction	4	1,722
Transportation	152	80,052
Trade	85	8,696
Finance	1	334

The 152 committees in the transportation industry are divided between railways, with 110 committees representing 63,344 workers, and air transport, street railways and forwarding companies, where the 42 committees represent 15,708 workers.

Committees exist in all provinces. Ontario leads in the number of Labour-Management Committees with 755, representing more than 179,000 workers. But Quebec committees, which number 449, represent nearly 186,000 workers.

In other provinces, the number of committees and of workers represented on them are:

British Columbia	141	24,895
Alberta	121	35,281
Manitoba	108	28,556
Saskatchewan	97	15,005
Nova Scotia	32	11,438
New Brunswick	27	11,820
Newfoundland	12	3,215
Prince Edward Island	7	1,265

More than 365,000 workers are represented on 1,318 Labour-Management Committees in which the participating unions are affiliated with the Canadian Labour Congress; 46,293 workers are represented on 105 committees in which the participating unions are CNTU affiliates.

Labour-Management Committees, which are promoted through the Labour-Management Co-operation Service of the Department, concern themselves with production problems, safety, good plant housekeeping and many other industrial activities. They do not deal with subjects covered by collective bargaining. They are an effective line of communication between employer and employee.

There is a growing conviction among leaders in government, management and labour that greater labour-management co-operation is necessary if Canada is to meet the challenge of international competition for the markets of the world, including our own home market. This challenge can be met effectively only by full labour-management co-operation at all levels.

Officers of the Labour-Management Co-operation Service are available to unions and management to assist in the organization of joint committees and also to assist existing committees by providing technical assistance and printed material. The Service maintains branch offices in Amherst, N.S.; Montreal and Three Rivers, Que.; Toronto and Windsor, Ont.; Winnipeg, Man.; and Vancouver, B.C.

50 Years Ago This Month

Commission recommends setting-up of central statistical office for Dominion. B.C. Federation of Labour and TLC's Ontario executive ask their provincial governments to prohibit Orientals from employing white females in any capacity

The report of a departmental commission appointed in May 1912 by Hon. George E. Foster, Minister of Trade and Commerce, to inquire into the statistics of Canada, which was tabled in the House of Commons in January 1913, was summarized in the LABOUR GAZETTE of February 1913.

The report, according to the GAZETTE's summary, said that Canadian statistics as a whole lacked coherence and common purpose. To remedy this situation, the commission—one of the members was R. H. Coats, Editor of the LABOUR GAZETTE—proposed the setting-up of a central statistical office under the Dominion Government.

This central office was to have the duty, first, of enlarging and co-ordinating the statistics issued under federal authority; and, later, of securing the co-operation of the provinces in correlating the whole field of statistics.

The report suggested that the office should be primarily a "thinking office" for the whole Dominion. It was not to override or encroach upon purely departmental authority; but it was to be the main statistical agency for the Dominion. The commission thought that the several interests involved, which included federal Government departments and provincial agencies, were not diverse but common, and that a working plan for co-operation should be not only feasible but easy.

Among the matters brought before the third annual convention of the British Columbia Federation of Labour (TLC) in Victoria in January 1913, the GAZETTE reported, was the result of a referendum vote on the question of the adoption by the Federation of the principles of socialism. This referendum had resulted in 1,718 votes in favour to 431 against.

The executive committee in its report to the convention mentioned a number of demands that it had placed before the provincial Cabinet. The Federation had demanded: the eight-hour day and six-day week in all industries, the taking-over by the Government of the British Columbia telephone system, fortnightly payday in all industries, raising of the income tax exemption to $2,000, a stop to subsidized immigration—especially through the Salvation Army—measures to deal with unemployment, extension of the Workmen's Compensation Act to all industries and all buildings regardless of height, an increase in workmen's compensation in case of death from $1,500 to $3,000 and in weekly indemnity from a maximum of $10 to a minimum of $10.

The executive committee expressed its regret that the nominees of the Federation had not been given a place on the Royal Commission that had recently been appointed by the provincial Government to inquire into industrial conditions in British Columbia.

Resolutions passed by the convention called for a number of amendments to the Coal Mines Regulation Act, including a provision compelling all employers to provide baths for the use of their employees. Others proposed that six hours constitute a day's work underground, all piecework be abolished in mines, a minimum wage for miners be $4 a day, no person under 16 years old be employed in or about a mine, and that Orientals be excluded from working in or about a mine.

A resolution was approved that urged legislation to ensure to all men whose occupation obliged them to live on company-owned property the right to belong to a union of their own choice, to be visited by their lawfully elected officers, and to hold necessary union meetings and transact necessary union business.

Legislation was also asked for that would prohibit Orientals from employing white females in any capacity, make it illegal to evict persons engaged in industrial disputes, prohibit the employment of private detectives within the province, and require wages to be paid in legal tender.

In January 1913, the Ontario executive of the Trades and Labour Congress of Canada waited upon the Premier of the province and asked for legislation that, among other things, would: require payment in legal tender of workmen employed on government or government-subsidized works; prohibit payment of wages by cheque; provide for the appointment of a provincial fair wage officer; stop the subsidizing of immigration; establish an eight-hour day in plants working 24 hours a day; and make it a criminal offence for Orientals to employ white girls.

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Open Classes in Skill Development To Upgrade Employed Persons

A pilot project in a new co-operative educational scheme to prepare employed persons to meet the rapidly changing needs of industry was begun at Leaside, Ont., on January 28. Special classes opened for 30 persons employed at three Leaside firms.

The three companies—Sangamo Company Limited, Honeywell Controls Limited and Philips Electronics Limited—are co-operating with unions, provincial and federal governments, and local school board officials in the project. It is the first time a group of employers has co-operated with government in the implementation of a program of basic training for skill development. Similar programs are being planned elsewhere in Ontario and in other provinces.

The purpose of the six-month course is to upgrade workers in mathematics, science and English to a level where they can take further training and retraining in specific skills.

Ten employees from each company, while receiving full pay, will be allowed to leave work each day before 3 o'clock, five days a week for six months, to attend the courses, which run for three hours each day. In this way the company will be contributing 1½ hours, and each employee will be contributing the same amount of his own time.

Trainees include both men and women, ranging in age up to 45, who have completed Grades 8 or 9. The new courses are designed to raise their levels of attainment in mathematics, science and English by two or three school grades.

The Ontario Department of Education has agreed to issue an equivalency certificate when a trainee completes a course. For example, a trainee who finishes Grade 10 mathematics will receive a Grade 10 mathematics equivalency certificate.

The courses will follow the regular high school curriculum with emphasis on the application of the subjects to an industrial setting. Special adult teaching techniques will be employed.

The courses will be carried out under the direction of Harry Anderson, retired Vice-President of Sangamo, in rented quarters, although the Leaside School Board will make laboratories available for the courses. Two instructors have been retained for the program.

The companies will pay the costs of the program but will be reimbursed by the province. In turn, the federal Government will share 50 per cent of provincial expenditures under Program 4 under the federal-provincial Technical and Vocational Training Agreement.

In addition to federal and provincial officials, several persons participated in the planning and implementation of the program. They included Norman McLeod, Principal, Leaside High School; William C. Macready, Vice-Principal; Frederic Wise, Sangamo Company Lmited; William Towill, Honeywell Controls Limited; and F. Keith Richan, Philips Electronics Industries Ltd.

Women's Bureau Revises Booklet On Vocational Training for Girls

A revised edition of the Women's Bureau publication, *Vocational and Technical Training for Girls,* has been issued. The revised edition replaces one issued a year ago (L.G., Jan. 1962, p. 96).

"Just as the occupational world is changing, so are opportunities for training. New schools at every level of instruction are being built in every province. New courses geared to the changing needs of the economy are constantly being introduced," the booklet says.

The publication lists and describes the various courses of vocational and technical training suitable for girls that are offered by Canadan educational institutions at the high school, post high school and trade school levels. Many additional types of training relating to new occupational fields have been included in the revised edition. Photographs, provided by Institutes of Technology, illustrate the various kinds of training that girls are undergoing.

Copies of the booklet may be obtained from the Queen's Printer, Ottawa, at 35 cents each.

Australia Has "Women's Bureau"

The Minister of Labour and National Service for the Commonwealth of Australia recently announced the establishment of a new Women's Section within the Department. The chief function of the Section will be to expand and give more formal organization to the research already being conducted by the Department into the economic and social problems affecting women workers.

Miss Alison M. Stephen, formerly head of the Department's International Relations Section, has been appointed first Director of the Women's Section.

Department Issues Directory Of Canadians Studying in U.S.

The *Directory of Canadians Studying in the United States, 1962-1963,* the sixth report in an annual series published by the Department of Labour, is now available. This directory is based on replies to a survey of students by the Department in 1962, from a mailing list supplied by the Institute of International Education, New York, N.Y.

To Assist Employers

The main purpose of the directory is to assist Canadian employers in recruiting professional staff and, at the same time, provide the means whereby the students who are listed in the Directory may find employment in Canada after graduation.

The 1962-63 directory contains information on about 350 undergraduate and 1,000 postgraduate students. The undergraduate list includes only those students who expect to receive a bachelor's or first professional degree in 1963. The list of graduate students includes all respondents regardless of the year in which they expect to complete their studies.

For each student, the following information is supplied: full name, year of birth, permanent mailing address, degree, university and field of study. Postgraduate thesis topics are shown where this information was supplied.

6,273 Canadian Students

The directory also contains a table showing the number of full-time Canadian students reported to be studying in American universities and colleges, by principal field of study, from 1956-57 to 1961-62. Registrations reported in the latter year were 6,273, consisting of 4,084 undergraduate and 2,189 graduate students.

Copies of the directory may be obtained free of charge by writing to the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

Served in Department 30 Years, Harry Hereford Dead at 80

Harry Hereford, M.B.E., for many years a senior official of the Department of Labour, died suddenly last month at the age of 80 years.

At the time of his retirement in 1948 he was Director of the Research and Statistics (now Economics and Research) Branch of the Department.

During his 30 years with the Department, Mr. Hereford served in various capacities. He first joined the Department in 1918 as General Superintendent of the newly established Maritime Employment Service. After a short period as Industrial Engineer of the Department, he was appointed Registrar of the Combines Investigation Act. In 1930 he became Dominion Commissioner of Unemployment Relief, a post that he continued to fill during the years of the Depression.

When the Second World War began, Mr. Hereford was appointed Controller of Manpower Records, and later Special Assistant to the Deputy Minister, Chief Registrar for Canada and Director of Planning, National Selective Service. During this time he was also Secretary of the National Selective Service Advisory Board.

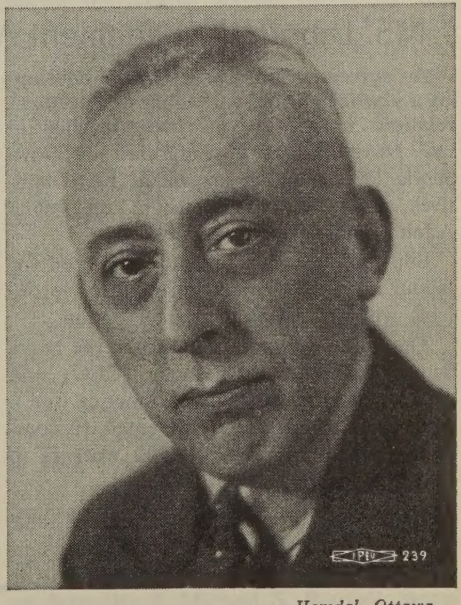
MBE in 1943

On June 3, 1943, he was made a Member of the Most Excellent Order of The British Empire (M.B.E.).

After the war he was a member of several interdepartmental committees dealing with matters arising out of the war, and a delegate to several ILO conferences.

After his retirement, he was assistant to the Director of the Canada Branch, International Labour Office from 1949 to 1957.

One of Mr. Hereford's sons, Frank M. Hereford, is Director of the Special Services Branch of the Department.



—Horsdal, Ottawa.

Harry Hereford, M.B.E.

"Domtar" Sponsors Own Labour-Management Seminar

A two-day labour-management seminar, at Ste. Agathe, Que., in late November was sponsored by Dominion Tar & Chemical Company, Limited. The company negotiates 120 separate collective agreements with 25 national and international unions.

Both labour and management spokesmen said the meeting was "highly profitable." Another is to be held by the company within six months.

"Domtar" representatives had been present at a labour-management conference last March, sponsored by the National Productivity Council, at Queen's University, Kingston, and at the area labour-management committee conference the same month at Cornwall, Ont., sponsored by the Department of Labour (L.G., June 1962, p. 595). As a result, the company decided to hold its own conference.

At the Domtar seminar, the delegates on the first day thoroughly discussed the following:

1. Problems and questions concerning pension plans.

2. Displacement of labour resulting from automation, obsolescence, technological changes and market changes.

The discussion on labour displacement was divided into the following topics:

—Advance information and consultation between the parties.

—Methods of training and retraining workers.

—The relocation of workers.

During the second day of the seminar, the delegates undertook:

1. An examination of developments in international trade patterns and their effects, and discussions on how to meet the challenges posed by the European Common Market, the proposed trade program of U.S. President Kennedy, and other associated problems.

2. A discussion entitled: "Information and communication and the mechanism for continuing consultation on matters of mutual interest."

The seminar was under the chairmanship of Dr. John Deutsch, Vice-Principal of Queen's University.

The company group, consisting of six vice-presidents and managing directors, together with the heads of central staff departments, was led by W. N. Hall, President of Domtar.

The 22-man labour group was jointly headed by William Dodge, CLC Executive Vice-President, and Jean Marchand, CNTU President.

The federal Government was represented at the seminar by Gordon G. Cushing, Assistant Deputy Minister of Labour.

N.S. Labour, Management Agree to Solve Own Problems

An agreement on a program for developing a new framework for labour-management relations in the province was reached in late November at a conference of Nova Scotia labour and management representatives called by the Institute of Public Affairs, Dalhousie University.

Both parties agreed on the basic need for labour and management to solve their problems without government intervention.

The union delegates represented the Nova Scotia Federation of Labour (CLC) and the United Mine Workers of America (ind.). Management delegates represented 10 companies employing some 25,000 workers in key Nova Scotia industries.

As guideposts for future relationships, the two parties agreed on these points:

—A moratorium on further appeals to the Legislature for amendments to the Nova Scotia Trade Union Act, during which the parties themselves will explore all other avenues to improve mutual relations.

—Organizing for collective bargaining is recognized as the workers' right, and the contribution that organized labour can make to the economy is recognized.

—Unfair labour practices where employees seek to organize under existing labour legislation are condemned by management.

—Management's right to a fair return on its investment is recognized by the unions.

—Expansion of a joint labour-management study committee, set up last May.

—A basic agreement establishing future relationships between the two parties is to be sought in further efforts.

Income Tax Cut Recommended By Chamber of Commerce

The Executive Council of The Canadian Chamber of Commerce last month urged the federal Government to present a budget for the next fiscal year that will provide for "a substantial reduction" in the tax on corporate and personal incomes. This action, it was stated, would act as a stimulus to initiative and expansion of production and employment.

In its annual pre-budget brief to the Ministers of Finance and National Revenue, the Council said the tax reduction should be regarded as an urgent interim measure pending a review of the whole tax system by the Royal Commission on Taxation.

In addition to calling for tax cuts, the brief, while fully recognizing the limitations imposed by balance of payments and exchange positions, supported a budget deficit in the next fiscal year as appropriate for the current economic situation.

"The Executive Council is of the opinion," it was stated, "that a controlled budget deficit lower than this (fiscal) year with revenues cut by reduced taxes partially offset by curtailed current expenditures would enhance rather than impair confidence."

With respect to government expenditures, the Chamber believes that costs of social welfare have reached the fiscally feasible limits and that "no extension of benefits can be considered in the present situation."

There was a place, however, in the field of social capital for consideration of increased expenditures by all governments, as Canada has not yet caught up with the backlog of educational facilities and other urban community services required for the growing population.

Among other things, the brief said:

—Government economic policies which served in the postwar reconstruction period would have to be revamped to meet changing circumstances in the light of Britain's proposed entry into the European Economic Community, President Kennedy's Trade Expansion Program, and growing industrialization in the underdeveloped countries;

—The Canadian government must continue to defend the exchange rate if it is to retain foreign confidence in the integrity of the country;

—There was need for an economic climate conductive to industrial expansion through appropriate commercial, fiscal and monetary policies which will make it profitable for employers to hire more people and thus reduce unemployment.

NUPE and NUPSE Agree on Terms Of Merger, Will Unite in Sept.

The National Union of Public Employees and the National Union of Public Service Employees have agreed on terms of merger, it was announced last month by the Presidents of the two unions, William Buss of NUPE and Stanley Little of NUPSE. The merged union will be called the Canadian Union of Public Employees.

The agreement was reached at meetings of a merger committee and a joint meeting of the two unions' Executive Boards. The terms will be submitted for approval at a founding convention in Winnipeg on September 24 to 26. Each union will hold its final convention on the preceding day.

Both unions are CLC affiliates. When they merge, the resulting union will be Canada's largest. NUPE, a former TLC affiliate, has 52,000 members; NUPSE, a former CCL affiliate, has 30,000. Predictions are that joint membership will reach 90,000 by the time of the merger convention.

The new union, CUPE, will have about 500 locals across Canada.

In Parliament Last Month

(page numbers refer to Hansard)

Parliament resumed on January 21, after recessing December 20 for Christmas.

On January 21, the Prime Minister, in a statement on the business of the House during the coming session, stated that one of the items would be "a resolution to permit the introduction of an extensive bill to amend the provisions of the Railway Act, based on recommendations made by the MacPherson Royal Commission." He also said that "in due course" there would be a measure to amend the Unemployment Insurance Act, "following the report of the Gill committee" (p. 2897).

On January 22, Bill C-87, to provide for the establishment of a national economic development board, passed second reading, and the House went into committee upon it (p. 3020). The Minister of Labour tabled the bilingual texts of the instruments adopted at the 46th session of the International Labour Conference held in Geneva in June 1962 (p. 2979).

On January 24, the Prime Minister announced the appointment of the chairman and members of the Atlantic Development Board. He gave the name of the chairman as Brigadier J. Michael S. Wardell, newspaper publisher of Fredericton (p. 3080).

Transition from School to Work

New bulletin in Training of Skilled Manpower Series is report of a research study of how a group of young people made the transition from school to work

The Department of Labour has just issued a new bulletin, *Transition from School to Work*, which is a report of a research study of how a group of young people fared during the period of transition from school to work. The bulletin is No. 10 under the Research Program on the Training of Skilled Manpower.

In the subject matter, in the method of research employed, and in the relationship of the authors to the sponsoring agency, the report marks a new departure in this series.

Previous research under this program has been limited mainly to vocational education and specialized training of various kinds that takes place after young people leave secondary school. In this report the scope is extended to include the exploration of "the wide range of relationships between the formal educational system and the world of occupational experience."

In the past, research has been undertaken either by the Department's research staff or by persons working under its direction. In this case, however, although the Department took part in planning the study and read the draft of the report, the actual execution of the work and the deductions drawn from it were left entirely to the independent research workers employed for the project: Prof. Oswald Hall, Professor of Sociology, Department of Political Economy, University of Toronto; and Prof. Bruce McFarlane, Assistant Professor, Department of Sociology, Carleton University.

The research project was a study of a community, fictitiously called "Paulend," and its purpose was twofold: "to report how Ontario educational institutions, at all levels, sort and sift the young people who are fed into them; and to inquire how these youngsters fare subsequently in finding places in the work world."

The study was undertaken in 1961, the authors say in the introduction to the report, "as an attempt to trace the experiences of young Canadians in Paulend—a typical Ontario community—as they pass through the high school and enter the work world." The introduction continued:

> The initial plan was simple. We selected a community within which we tried to contact the people born in 1940. We studied the school records of these 21-year-olds, to find out when they left school and what level they achieved in school. We related these facts to whatever else we could discover about the backgrounds of the students, such as sex, father's occupation, religion, experience with guidance, etc.
>
> Wherever possible we traced these students into the work world to discover their sequences of jobs and periods of unemployment. We interviewed everyone who could be contacted, and secured supplementary information about them from employers and the National Employment Service.
>
> Wherever students had left the community subsequent to their high school careers, we traced them, when it was possible, hoping to compare the work careers of the foot-loose types with those who remained at home. Similarly, we contacted, wherever possible, the 21-year-olds who had migrated into Paulend after terminating school careers elsewhere.

The purpose of these inquiries was to find the answers to several questions: "Who gets where in the school system, and how? How are jobs found by newcomers to the work world? How is school achievement linked to job opportunities and to income? Who faces unemployment? How effective is guidance in the school system? Who proceeds from high school to further education? Do boys and girls fare similarly in these matters?

Some of the authors' findings simply confirm the existence of problems articulated in previous research, the foreword says, but some of them "will come as somewhat of a surprise to many readers." The main findings follow.

Progress in School

In the Ontario high school system students drop out during all five years of the course, but the largest number drop out in Grade X, and another large group leaves in Grade XII. About one in five gets as far as senior matriculation (Grade XIII). About three quarters of the bright students (the top quarter of the school population) reach matriculation level, but only about a quarter of the dull ones (the bottom quarter) succeed in doing so. In the middle half of the student body, an almost equal proportion drops out in each of the five years.

Children from "white collar" homes stay at school longer than those from working class homes. The proportions that carry on to senior matriculation are 35 per cent for the former and 15 per cent for the latter.

Generally speaking, boys and girls drop out in about the same proportions in each grade, but girls pass these grades at an earlier age than boys do. More boys than girls fall out of school, and more fail and repeat their grades.

"Girls are more successful at passing than are boys," and even "in a strictly vocational

school . . . the greater achievement of the girls stands out clearly."

One of the conclusions reached by the authors of the study is that "the school system seems geared to the requirements of girls; boys fare badly in it—in all years and in both the academic and vocational courses."

The authors say that at first they had looked on the work world "as one organized by men for men, with women invading it at various points," and on the school world "as fundamentally a co-educational world, offering roughly identical services to boys and girls." But during the research study they changed their views.

The school world of Paulend, they reported, "turns out to be fundamentally a feminine world."

It provides an academic atmosphere in which girls thrive and boys fail. The girls manage it with marked success at a relatively early age. The boys linger in it, showing conspicuously higher failure rates. It is a world to which girls adapt with relative ease. Boys appear to reject it, and eventually it rejects them.

Moreover the school is a feminine world in the vocational sense. It prepares them admirably for their careers in the work world. The skills they learn are immediately transferable to the job world. Especially is this true for those who continue to university, those who prepare for school teaching and nursing, and those who enter clerical occupations. The skills learned in school seem ideally adapted for transfer to the job with little time delay.

For the boys, it is otherwise. Those who drag along to senior matriculation are in many ways unfitted for university work. If they choose school teaching, they find themselves in a girls' world. If they head for a strictly masculine type of work, the skilled trades in industry, they find that their jobs have little connection with their prior schooling. There seem to be few places where skills learned by boys in school, even in vocational school, can be applied to a specific job.

The contrast between boys and girls is indeed startling; the graduate of a stenography course can start work immediately as a full-fledged stenographer; the graduate of a four-year course in mechanics starts as an apprentice.

Moreover, the girl who fails to adapt to the requirements of a commercial course can drop out and register for a brief period in a business school from which she can step into a real job. The business school cushions her fall from the academic world. There are no comparable institutions which can help the boy step from his half-completed schooling into the enjoyment of a well-established job.

Too, "our society provides much more in the way of specialized training facilities for girls than for boys," the authors state. "The two outstanding examples are our nursing schools and our teacher training colleges."

Earlier the report had said "there appears to be a much closer correspondence between what the girls learn in the commercial courses and what they do at work than there is between what the boys learn in a technical or industrial course and what they do later."

After Leaving School

Beyond matriculation three main channels open up for the student—nursing, elementary school teaching, and university, the report says. Approximately 10 per cent, 10 per cent and 15 per cent respectively of those reaching Grades XII and XIII continue along these lines.

"Nursing is almost entirely a girls' field, teaching is preponderantly so; boys outnumber girls in the university group. Nursing attracts a higher quality of high school graduate than does teaching. The boys going into teaching have notably poorer high school records than the girls have. The same holds true of the university contingent; a much larger proportion of the girls have completed high school work without failing a year in high school."

Nursing is a highly favoured occupation for girls from both "non-manual" and "manual" families. "Nursing is not an easy course to take, but the profession is generally considered to be an ideal one for girls," the report says.

"Girls go into nursing because they want to be nurses . . . Nursing appears to be an end in itself, for it does not appeal through great financial rewards, nor as far as this sample was concerned, through high mobility, either social or geographical."

Finding Employment

Regarding the ways in which young people find work on leaving school, the authors found that the most important, in the order given, were: personal contacts (including family and friends); finding one's own job; and passing from part-time work after school hours to full-time work after leaving school.

They remark, however, that the extensive use of personal contacts for finding a job may be more prevalent in a community of the size of Paulend than in a large metropolitan area.

The part played by schools and teachers in helping graduates to find jobs was found to be more important in the case of boys and girls who had completed a technical or commercial course than in the case of other students leaving school. They are able to place with relative ease those boys who have the qualifications necessary to embark on apprenticeship and other further training programs, and those girls with typing and other clerical skills.

Referring to the part played by the National Employment Service, the report says that it provided 8 per cent of those who went to work with their first full-time jobs. "Among the boys it was most useful for those with poorer educational qualifications who entered the work world at the semi-skilled and unskilled occupational levels. In the case of the girls, however, it appears to have been useful to both those seeking white collar jobs and those who entered at the unskilled manual worker's level.

"The National Employment Service, or 'The Unemployment' as it is known among the youngsters interviewed, seems to be the place that the sample members went to *after* they had been working for some time, and were desirous of changing their jobs, or were laid off and seeking work."

The authors found that on leaving school most young people found their first full-time jobs with little trouble, but many of these jobs did not last. A number suffered varying periods of unemployment. Sometimes the out-of-work period was simply time spent looking for "a better job."

The boys experienced unemployment more than the girls, the report says, one half of them having been unemployed for some period during their relatively short working career, and one quarter having been unemployed for periods totalling more than three months.

"It must be borne in mind, however, that 20 per cent of the girls married and left the work world of business and industry . . . thus reducing a certain amount of the competition for jobs among the younger members of the female labour force."

The report says that although lack of education did not have much effect in preventing young people from finding jobs when they left school, educational background and the type of work which they found had a marked effect upon their pattern of subsequent employment.

"In terms of continuous employment (that is, little or no unemployment), the girls of the sample had a decided advantage over the boys, and one of the most striking features of the material gathered in the interviews is the obvious ability of the girls to enter and leave the work world at will . . ."

Vocational Guidance

In a chapter on "Guidance," the authors concluded that "educational and vocational guidance" in the schools was ineffective.

A common opinion among those interviewed was that guidance officers at schools had an unconscious bias in favour of their own occupation, teaching, apparently because it was the only one they knew much about.

A number of the respondents commented on the teachers' constant preoccupation with the qualifications required for the various occupations being discussed, rather than with the actual nature of the work carried out in the occupations.

"The specific guidance services of the schools have left only a vague imprint on the vast majority of students passing through the high schools. Very few of the students had any awareness of the facilities of the National Employment Service in guiding the student into an appropriate niche in the work world. By and large the formal facilities for bridging the transition from school to work are ignored; students use their own initiatve and/or flounder in moving from school to work."

Labour Developments in Canada in 1962

Production, employment and incomes rose substantially, and unemployment showed a further substantial decline in past year. Working conditions were improved

During the past year, production, employment and incomes in Canada have risen substantially. The main expansionary influences came from personal expenditures on goods and services, and from exports. Of some importance, too, was the increase in capital outlays being devoted to the expansion, modernization and renewal of the nation's productive facilities. At 7 per cent above those of 1961, the annual outlays for non-residential construction are expected to be among the highest ever recorded.

The level of housebuilding increased moderately over the year, partly because of a larger carry-over of uncompleted houses into 1962. Housing starts have been running somewhat ahead of the rate that was anticipated earlier in the year. This unexpected strength will probably boost the total for the year somewhat above that of 1961. During 1961, there was a substantial

increase in the number of housing starts, but completions did not keep pace with those of the year before.

Gross National Product in constant prices increased by 3 per cent from the fourth quarter of 1961 to the second quarter of 1962 after rising 6 per cent between the first and fourth quarters of 1961. Among monthly measures of business activity, the industrial production index has followed an uninterrupted upward trend since the beginning of 1961—the seasonally adjusted index in August was 5 per cent above its January level and 14 per cent above the cyclical low point in January 1961.

Employment in the third quarter was 2.8 per cent higher than a year earlier; it was 4 per cent higher in non-agricultural industries. In addition, short work weeks have been eliminated in many plants during the past year and substantial overtime has been worked in others. As a result, the average work week in manufacturing in the first seven months of the year was almost half an hour longer than for the comparable period of 1961, a clear indication of the rise in industrial activity.

Incomes of Canadians have kept pace with the higher levels of average hours and employment. Personal income in the first half of 1962 was 7 per cent higher than in the first half of 1961. The steady rise in income has given rise to a strong upward trend in sales. In the first eight months of the year retail sales were 5 per cent higher, in value terms, than in the corresponding period in 1961.

Unemployment showed a further substantial decline during the past year, and by October was estimated at 283,000, which was 35,000 lower than a year earlier and 85,000 lower than in October 1960. Virtually all of the drop was in male unemployment. But winter, as usual, brings seasonal unemployment in industries such as farming, construction and water transportation, and by December the unemployment estimate was 414,000, about the same as in December 1961, although 114,000 lower than in December 1960.

Total unemployment, however, is expected to continue lower this winter than a year ago, and indications are that municipal winter works projects will play an increasingly important role in stimulating employment in local areas. Since the Municipal Winter Works Incentive Program was instituted by the Government in the fall of 1958, it has grown rapidly each year. The estimated number employed under it numbered only 42,000 in the first winter, but reached 147,000 in the winter of 1961-62. The estimated number of men to be employed on projects approved up to mid-January this year was 104,000.

The combination of increasing job opportunities and declining unemployment resulted in scarcities of workers last summer in specific occupations and areas, despite the fact that the over-all supply of labour was still plentiful. National Employment Service offices across the country have reported substantial increases in job opportunities, but for many jobs qualified applicants were not available. This is particularly true of industrial centres, where there were marked shortages of qualified workers in a number of metal trades, and in several professional and technical occupations.

This situation serves to point out the continued need of education and training, and the need for a highly skilled labour force. Provincial governments, with the help of substantial federal grants, are making swift strides in expanding their technical and vocational training facilities to meet this need. And young Canadians are staying in school longer to take advantage of the educational opportunities available.

The shortage of training facilities has eased considerably since the new Training and Vocational Assistance Act was enacted in December 1960. Under this Act, the federal Government will contribute 75 per cent of provincial government capital expenditures for technical and vocational training facilities until March 31, 1963, and 50 per cent thereafter. Another feature of the Act provides for a federal contribution of 50 per cent of the cost of training persons who have left the secondary schools and for the training of teachers and administrators. There is also a provision whereby the federal Government bears 75 per cent of the cost of training the unemployed.

By early November 1962, the number of capital projects approved under this Act totalled 474, which will provide places for 127,000 students. The total cost amounted to $442 million, of which the federal Government's share was $285 million.

Employment

Total employment in 1962 averaged 168,000 higher than in 1961. The increase was about equally distributed between men and women and was shared by all age groups.

Manufacturing employment in the third quarter averaged 47,000 higher than in the same period in 1961; virtually all parts of the industry shared in the improvement. The most noticeable strengthening was in durable goods. The shipbuilding industry showed a marked improvement over the year. Also showing large gains over the year were the iron and steel, electrical apparatus, motor

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vehicle and aircraft industries. Employment increases in non-durable goods industries were fairly general though less pronounced. The most marked improvement in this sector was in the apparel and rubber industries.

The employment recovery in construction played an important role in the year-to-year rise in job opportunities for men. Forestry employment was a little lower than the year before, but mining showed little or no change. Employment in agriculture continued its secular decline, falling 13,000 over the year in spite of a substantially higher level in the Prairie region.

From January to October, employment in the service industry rose by 6 per cent. The largest gains were in community and personal service. Trade was the only service-producing industry which failed to show a year-to-year increase in employment.

The improvement in transportation was of some significance. Under the stimulus of increased trading with foreign countries and a sharp upward trend in the volume of shipments of raw materials and manufactured goods to Canadian producers, employment in the industry in the third quarter advanced by 23,000, or 4.3 per cent over the third quarter of 1961. At no time during the past decade had the industry shown any noticeable signs of growth. The conversion of diesel locomotives had a dampening effect on railway employment during much of the period, and this development offset employment gains in other parts of the transportation industry.

Unemployment

At 283,000, unemployment in October was 4.3 per cent of the labour force. A year earlier the rate was 4.9 per cent and in October 1960 it was 5.7 per cent. By December, however, unemployment was virtually the same as in December 1961, and the rate was 6.3 per cent of the labour force compared with 6.4 per cent the year before; in December 1960 it was 8.2 per cent.

Unemployment rates in December were significantly lower than the year before in Ontario and the Prairie region, and somewhat higher in the Atlantic region and Quebec. In British Columbia the rate was virtually the same as a year earlier.

The stronger demand for labour benefited workers of all age groups, but particularly the 25-44 year age groups. As usual, the incidence of unemployment was greater among young people than it was among the experienced members of the labour force. In December the number of unemployed in each age group, as a percentage of the labour force, varied from just over 12 per cent in the 14-19 year age group to 5 per cent for those over 25.

Some 358,000 of the 414,000 unemployed in December were men and 56,000 were women; 72,000 were teen-agers.

The decline in the number of unemployed men during the past year can be attributed largely to increased employment in durable goods manufacturing and construction. The number of unemployed women showed little change over the year despite a substantial increase in women's employment. As in earlier years, women, particularly married women, entered the labour force in large numbers in response to strong demands for female workers in the service industry.

Wages and Working Conditions

The average of weekly wages and salaries of non-farm workers in Canada was $80.88 in July 1962, an increase of $2.64, or 3.4 per cent, from July 1961. This was a greater rate of increase than in the previous year and represents a gain in real average earnings of nearly 2 per cent.

All major industrial groups in the economy shared in the increase of weekly wages and salaries achieved between July 1961 and July 1962. Earnings in manufacturing, construction, public utilities and trade increased at approximately the same rate as the industrial average. In mining, forestry, and finance, insurance and real estate, the increase in wages and salaries was above the average rise for all industries; it was slightly less than average in the transportation, storage and communication industry, where weekly earnings rose by somewhat more than 2 per cent, and in the service industry, where the rise was 3 per cent. The largest increase was recorded in British Columbia, where employees improved their earnings by more than 4 per cent.

Over the past decade or so, improved working conditions in Canadian industry have provided workers with an over-all reduction in the work-year as a result of reductions in the standard work-week and extensions of annual paid statutory holidays and vacations.

A survey of working conditions in Canadian manufacturing industries shows that in 1962 more than 70 per cent of plant workers were employed in establishments with a standard work-week of 40 hours or less, compared with 25 per cent in 1949.

Over the same period, at least two weeks vacation has become practically universal. In addition, the proportion of plant workers entitled to three weeks annual paid vacation, after varying years of service, has

been increased to seven out of ten plant workers from three out of ten in 1949. There has also been a steady increase in the number of long-service employees who are entitled to a fourth week after 25 or more years of service—27 per cent in 1962 contrasted with only 2 per cent a decade ago.

In the past decade, the proportion of plant workers entitled to eight or more statutory holidays annually has increased from 35 per cent to nearly 75 per cent.

Trade union membership in Canada dropped slightly during 1961, and at the beginning of 1962 there were 1,423,000 union members in Canada, of whom 1,049,000 were members of the Canadian Labour Congress. About 30 per cent of the non-agricultural paid workers belong to labour organizations.

During the first half of 1962, more than 120 major collective agreements—those covering bargaining units of 500 or more employees—were negotiated in all industrial sectors except construction. These agreements covered approximately 202,600 workers across Canada.

Slightly more than 30 per cent of the settlements were for one year's duration, another 40 per cent were two-year contracts and approximately one-quarter were for a three-year period.

More than half of the one-year settlements provided for base rate increases of 4 or 5 cents an hour, the latter being the more common. Of the major two-year settlements, close to one-half increased base rates by 10 to 13 cents an hour and the majority of the three-year agreement provided for wage increases ranging from 10 to 20 cents an hour over the life of the contract.

Nearly all of the collective agreements were concluded without recourse to strike action, and the proportion of working time lost due to work stoppages was estimated at one tenth of 1 per cent in the first ten months of the year. The most extensive strikes during 1962 were in the automobile manufacturing industry in Ontario and the trucking industry in both Ontario and Quebec.

—Prepared jointly by Employment and Labour Market Division, and Labour Management Division, of the Economics and Research Branch, Department of Labour.

World Labour Situation in 1962

ILO survey finds that workers in the industrialized countries had a relatively good year. But in the less-developed countries there was little improvement

Workers in the industrialized countries had a relatively good year in 1962, data assembled by the International Labour Office shows.

Employment was at record levels, unemployment declined almost to the vanishing point in some European countries that were facing growing labour shortages, and money wages generally increased faster than consumer prices.

In the less developed countries, however, the available information suggests that there has been little improvement in the welfare of workers, as employment has not kept pace with the growing labour force and price increases have outstripped gains in wage rates.

The number of persons employed reached record levels in 1962 in practically all industrialized countries. Employment in manufacturing, which had decreased in a few countries in 1961, was again on the increase everywhere, except in Sweden, in Argentina, where it has been decreasing since 1955, and in the United Kingdom, where manufacturing employment decreased by .1 per cent, although the general level of employment remained at about the same level as in 1961. Employment in agriculture and in mining continued its long-term decline.

Except for the United Kingdom, unemployment decreased in all industrialized countries, in some cases to the lowest figures on record. Unemployment in Canada and in the United States, which had reached a postwar peak in 1961, has been decreasing steadily, although slowly, since late 1961. Several European countries were suffering from labour shortages.

But the employment situation in the economically less well developed countries was not encouraging. In most of these countries a serious problem of unemployment and underdevelopment still exists, and in many instances is becoming more acute.

Consumer prices increased slightly more in 1962 than in each of the last four years, although the rate of increase remained modest in most cases. Marked inflationary

trends were evident, however, in several of the economically less well developed countries.

The most recent data from 24 reporting countries, most of which are industrialized, indicate that average hourly earnings in manufacturing generally increased, the increase exceeding 10 per cent in nine countries. In most cases, gains in nominal wages more than offset price increases. Owing to slight reductions in hours worked, weekly earnings sometimes progressed less than hourly wages.

The number of working days lost through industrial disputes in 1962 was somewhat higher than in 1961, but remained at an average level compared with other postwar years. Days lost through disputes in Canada, Italy and the United Kingdom were much more numerous than in 1961. Some countries, notably Japan, reported sizable declines in the impact of work stoppages.

Employment

In Australia, Canada, the Republic of South Africa and the United States, the increases in manufacturing employment in 1962 contrasted with the decreases observed from 1960 to 1961. In Canada and the United States, the number of employees in manufacturing had by late 1962 recovered to the high levels of 1956-57.

Employment in agriculture generally decreased; the downward trend was particularly notable in the Federal Republic of Germany, France, Italy, Norway and Sweden.

Unemployment

In the Federal Republic of Germany, the number of registered unemployed continued to decline in 1962. In Italy, the number of unemployed was down to 483,000 or 2.3 per cent of the labour force. In Belgium, the November 1962 figure of 65,650 unemployed was the lowest November figure reported since 1947. In Ireland, the number of applicants for work fell in 1962 to the lowest level ever observed. The number of unemployed on relief in France was down to 19,000 in late 1962.

Unemployment practically disappeared in Switzerland and in Luxembourg.

Most of the industrialized countries of Europe suffer from labour shortages.

Unemployment in the United Kingdom decreased from 1959 to 1961 but, in contrast to the pattern of the other industrialized countries, began to increase in September 1961 and has continued its upward movement. In November 1962, the number of persons wholly unemployed or temporarily laid off was 37 per cent above the figure for November 1961. With 579,000 unemployed, the United Kingdom was witnessing its highest unemployment in November since 1940.

Unemployment in Canada and in the United States increased from 1959 till February 1961, when it reached a peak of 719,000 (or 11.3 per cent of the labour force) in Canada and 5,705,000 (or 8.1 per cent of the labour force) in the United States. After the seasonal decline from February to mid-year, which still left unemployment at higher levels than 12 months earlier, the trend was reversed, and, from September 1961 in Canada and November 1961 in the United States, the monthly number of persons unemployed started to drop below the number reported for the same month in the previous year. Since then, for each month the number of unemployed has been lower than that of the corresponding month a year earlier. Despite this regular decline, however, unemployment in both countries in November 1962 was still higher than in November 1959.

Consumer Prices

The increases in consumer prices exceeded 10 per cent in 10 of the 95 countries surveyed: Argentina, Bolivia, Brazil, Chile, Dominican Republic, Ghana, Greenland, Indonesia, Israel and Uruguay. Increases were between 5 and 10 per cent in 15 others: Algeria, Angola, Colombia, Denmark, Finland, Grenada, Iceland, Italy, Laos, Morocco, Poland, South Korea, Spain, Sudan and Yugoslavia.

Retail price levels went up by only 2 to 5 per cent in 30 countries and remained practically unchanged in 40 countries.

Wages and Real Earnings

Increases in nominal wages in manufacturing varied greatly from one country to another, e.g., from 0.3 per cent in Australia to 26.2 per cent in Argentina. Gains in real wages were reduced as a result of the continued upward movement of consumer prices. Nevertheless, real wages increased by more than 5 per cent in nine of the countries for which data are available, by less than 2 per cent in six countries. In Argentina, New Zealand and Poland, the purchasing power of the workers' incomes decreased during the year.

Industrial Disputes

In Italy, the number of days lost in industrial disputes in the first eight months of 1962 was about double that in the corresponding period of 1961. In the United Kingdom also, the loss of 5.6 million working days in the first ten months of

1962 represented about twice the number of days lost in the corresponding period of 1961.

The 19 million days lost through disputes in the United States in 1962 represented an increase of 17 per cent over 1961. In Canada, half a million more man-days were lost from January to September 1962 than from January to September 1961, an increase of 70 per cent.

Belgium, the Federal Republic of Germany, New Zealand and Pakistan all reported substantial increases in the number of days lost through disputes but the impact was relatively slight, as the total number of days lost in 1962 in the four countries combined was well below one million.

The number of days lost decreased in several countries, including Australia, France, Japan and The Netherlands. Japan reported a decline of more than a million, or 25 per cent, in the number of days lost in the first six months of 1962 as compared with the first half of 1961.

Report of Committee of Inquiry into Unemployment Insurance Act

Gill Committee recommends three-part plan of support for unemployed: a plan based on insurance principles, one for extended benefits when regular benefit exhausted and when worker normally seasonally unemployed, and assistance plan

A scheme of support for the unemployed consisting of three parts was recommended by the committee of inquiry into the Unemployment Insurance Act, under the chairmanship of Ernest C. Gill. The committee's report was released late in December.

The three parts are:

1. An insurance plan, supported by contributions from employees and employers, that would provide benefit for a limited period of unemployment.

2. A plan, supported from general taxation revenues, that would pay extended benefits to persons who had exhausted their regular benefits and, subject to certain conditions, to persons for whom unemployment ordinarily follows a seasonal course.

3. A plan of assistance to provide for the residue of unemployed persons not covered by the first two plans, to be administered on a needs-test basis by local authorities in a manner suitable to local circumstances.

Among the important innovations recommended by the committee were:

—Coverage under the unemployment insurance plan should apply to all persons over the age of 18 years "occupying the employee side of an employee-employer relationship," without regard to the amount of income being earned or to the risk of unemployment.

—The maximum benefit period under the regular unemployment insurance plan (the first of the three mentioned above) would be 26 weeks, instead of the present 52 weeks.

—The rate of benefit should be 60 per cent of the insured wage for claimants with a dependant, instead of the present 50 per cent. For claimants without a dependant, the benefit would be about 45 per cent of earnings.

—The "allowable earnings" that a claimant drawing benefit may earn without being subject to a reduction in his benefit would be reduced to about a quarter of the maximum benefit, instead of half, as at present.

—Seasonally unemployed workers whose record shows that such unemployment is a recurring feature of their work would not be covered under the regular unemployment insurance plan. With certain limitations, however, they would be eligible for extended benefits under the second plan.

—Fishermen would come under a special plan for payment of off-season benefit. This plan would be administered by the Department of Fisheries.

In introducing its recommendations, the committee said: "First and foremost, we place great emphasis on the positive solutions to the problem of unemployment. There is no system of unemployment insurance that can cope with heavy and prolonged unemployment in a manner that is at the same time financially practicable and socially defensible."

Proposed Insurance Plan

The regular unemployment insurance plan proposed by the committee would be "based on insurance principles appropriate to such a social insurance plan." Applying to all

persons over the age of 18 years, coverage would be extended to include employees of federal, provincial and municipal governments, employees earning more than the present limit of $5,460 a year, employees of hospitals and charitable institutions, and teachers.

Coverage would be withdrawn from self-employed fishermen, and persons under 18 years old. Employees in agriculture and domestic service, because of administrative problems, would continue to be excluded, but efforts should be made to overcome these difficulties and devise means of bringing these employees under the plan.

Existing exceptions founded on the dangers of abuse should be continued and extended to include: all family employment, paid or unpaid; employees using important equipment of their own; persons in casual employment; and officers and directors of corporations, where the Unemployment Insurance Commission is satisfied that their position practically amounts to self-employment. Members of the armed forces and of the Royal Canadian Mounted Police would continue to be excluded.

The unemployment insurance plan would be financed by equal contributions from employees and employers. The Government would not contribute, but would bear the cost of administration.

Contributions

Contributions would be revised to provide that when an employee works for a particular employer for less than a full work week, the earnings class would be determined in conformity with the employee's rate of earnings for a full week, and the contribution required would be a fifth of a full week's contribution or each day worked.

Existing contribution rates would be continued until a suitable reserve fund had been established, and until experience had shown that a reduction in rates could be made without endangering the financial solvency of the plan.

Present methods of collecting and recording contributions would be retained, but efforts should be continued to extend the bulk-pay system as far as possible.

Qualification for Benefit

The record of attachment to insured employment required to enable an insured person to qualify for benefit would be expressed in full weeks of employment or contribution, with partial weeks being converted to full weeks at the rate of five days to a week.

Attachment to insured employment required to establish a benefit period should be at least 30 full weeks in insured employment in the two years preceding the claim. At least 20 of these weeks should have occurred in the year preceding the claim, and since the beginning of the last preceding benefit period, if any.

Benefits

The maximum benefit in any one benefit period would be one full week of benefit for each two weeks of contribution in the year preceding the claim and since the beginning of the last preceding benefit period. The maximum benefit period would be 26 weeks.

A program should be adopted of stricter examination of claims and of cases in which the claimant has been referred to job openings without result, in order to reduce abuses of the plan by persons who are not genuinely seeking employment.

A woman whose employment terminates by reason of pregnancy would be considered to be not available for employment until eight weeks after confinement; if her employment terminates for any other reason, a pregnant woman would be considered unavailable for employment for eight weeks before, and eight weeks after confinement.

A woman who has children below school age under her care would be considered unavailable for employment unless she can prove that she has made satisfactory arrangements for the care of the children should she receive an offer of employment.

A pension received on retirement under an employer-employee pension plan, and income payments given as indemnity for a temporary period for lost wages under workmen's compensation plans or a sickness or disability plan, would be treated as earnings for purposes of determining benefit payments.

Payments made to employees on termination of employment, such as bonuses, gratuities, severance pay, holiday pay, or other credits, would be treated as earnings in determining benefit payments.

Supplementary unemployment benefits paid by an employer would be treated as earnings for the purpose of computing benefit under the unemployment insurance plan.

Greater efforts should be made to find out whether earnings are being concealed and whether a claimant is really available for employment.

If a claimant is disqualified because he has voluntarily terminated his employment or because he has refused a suitable offer of employment, the benefit entitlement

period should be reduced by the length of the period of disqualification. It should not be merely delayed, as at present.

The Unemployment Insurance Commission should undertake a vigorous campaign to impress on employers the importance of accurately reporting reasons for termination of employment. It should also use the power it now has to prosecute employers who can be proved to have given false information.

When a claimant has been directed to a training course, the unemployment insurance benefit should be stopped, and a training allowance should be granted instead under the general vocational training program.

Refusal to cross picket lines in connection with a labour dispute would be taken as evidence of taking part in the dispute, regardless of the reason given for such refusal. When workers of a given grade or class participate in a labour dispute at a particular premises by refusing to cross picket lines, such refusal would be considered as participation in that dispute by all workers of that grade or class throughout the territory covered by the agreements to which the original dispute relates.

The balance in the Unemployment Insurance Fund not needed to meet current benefit payments should be invested from time to time in securities especially issued for the purpose by the Government of Canada, such securities to be redeemable at par on 30 days' notice, and carrying a rate of interest about equal to the market rate at date of issue on a three-year government security.

In setting forth its views regarding an unemployment insurance scheme, the committee said:

> So far as unemployment insurance is concerned, it appears possible to predetermine an appropriate premium to cover losses arising from more or less normal short-term unemployment. However, losses arising by reason of general unemployment in times of economic depression cannot be predicted in any reliable fashion, or in any such fashion as would make it feasible to prescribe and collect premiums in advance designed to meet the entire wage loss, or even any reasonable proportion of it. Similar comments apply with respect to long-term unemployment arising in any individual case . . . Thus it appears that the application of insurance principles to unemployment insurance requires that the plan undertake to indemnify only in respect of reasonably short-term unemployment within some more or less predictable range.

For this reason, the committee said, its recommendations "would result in the insurance plan bearing the first impact of unemployment, but the first impact only. The insurance plan would not be concerned with unemployment that has extended beyond a reasonably short period, or unemployment that occurs in a repetitive seasonal pattern."

Proposed Extended Benefits Plan

Eligibility for extended benefits under the second of the plans proposed by the committee would be limited to persons who have recently established a benefit period under the first plan, and have either exhausted their insurance benefit or have been disqualified by reason of the seasonal regulations.

No benefits would be paid under the second plan to persons 70 years of age or over who are getting a pension under the Old Age Security Act, to persons under 18 years of age, or to married women who are not the sole support of their households.

The maximum period of extended benefits would be one and a half times the period of insurance benefit to which the claimant was entitled in his preceding benefit period, and eligibility for such benefits would begin as soon as the benefit period under the first plan ended.

The rate of benefit under the extended benefit plan would be same as the rate the claimant was entitled to under the first plan during his last preceding benefit period.

Claimants who are now entitled to seasonal benefit, and who would not be so under the first of the proposed new plans, would be able to draw extended benefits under the second plan during the off-season, subject to all the other rules applying to extended benefits.

No extended benefits, however, would be paid to persons who had a record of 40 or more full weeks of insured employment during the 52 weeks preceding the claim, because "any person who has a seasonal pattern of 40 complete weeks of employment, or more, can reasonably be expected to carry through the remainder of the year on his own resources." Those with fewer than 40 weeks of insured employment would be able to draw benefit only for the number of weeks represented by the difference between 40 and the number of weeks they had worked in insured employment during the 52 weeks preceding the claim. A person who had worked 39 weeks would, for example, be entitled to only one week's benefit.

The report recommended that "the operation of the plan of extended benefits be accompanied by increased emphasis on the vigorous development of the National Employment Service, on the problem of adjustment to technological changes, on retraining programs, and on problems of occupational and industrial shifts, and on all other matters falling within a comprehensive national employment program."

A claimant under the extended benefits plan would be required to accept employment of which he was reasonably capable, whether it was his customary employment or not.

The second plan would begin where the first left off. "The main purpose of the plan of extended benefits would be to assume the burden of unemployment that has extended beyond the period that can properly be dealt with on an insurance basis." But, the report goes on to say, "the operation of such a plan would be accompanied by bringing to bear the full effort of a national employment program on the problems that are causing this extended unemployment."

The committee said it had given consideration to the possibility of a program of support for the unemployed consisting of only two parts: an insurance plan and a needs-test assistance plan. "But, in our view, an intermediate plan is necessary.

"In the absence of an intermediate plan, the inevitable results will be either pressure on the insurance plan to try to make it assume more and more of the load; or an additional burden on the assistance plan beyond the administrative capacity of existing organization, and beyond the financial ability of some of the provinces and municipalities that share in the cost.

"We believe that the present difficulties of the unemployment insurance plan are to a considerable extent the result of efforts to stretch the plan to cover cases and provide benefit that should not have been swept within an insurance plan, but were beyond the capacity of the existing assistance plans.

"We believe that by instituting a plan of extended benefits along the lines that we . . . outline, the insurance plan will be enabled to maintain its validity as an insurance undertaking, the assistance plans will not be swamped with additional claims, and attention can be focussed on unemployment that has reached a serious or chronic stage."

Third Proposed Plan

Efforts should continue to be made, the committee says, "to improve and develop existing assistance plans operated on a needs-test basis to enable them to deal effectively with residual unemployment."

National Employment Service

The committee recommended that the National Employment Service be transferred to the Department of Labour. It regarded this as "a necessary move to co-ordinate efforts relating to manpower policy and employment programs." It also recommended that the NES, through its local offices, should act as an agency for the Unemployment Insurance Commission.

The Unemployment Insurance Commission would be responsible for administering the unemployment insurance plan and the extended benefits plan, subject only to an arrangement with the NES by which the latter would act as its agent in local offices of the NES. The Unemployment Insurance Commission also would not appoint chairmen of boards of referees.

Power should be restored to the Unemployment Insurance Commission, the committee recommended, to prosecute employers for default in payment of contributions.

Steps should be taken to raise the standard of education and training of the staff of the UIC and the NES, and to increase the scale of salaries paid to them. The committee also recommended that the buildings and equipment of the local offices of the NES should be improved.

Advisory Committee

The Unemployment Insurance Advisory Committee should continue to be responsible for watching over the financial solvency of the Fund, and the committee should be made up of representatives of employers and employees appointed by the Government from panels nominated by interested organizations, possibly supplemented by members representing the public. Recommendations of the Advisory Committee, the Gill report said, should be either accepted by the Government, or formally rejected, with reasons for rejection given.

Unemployment in Britain rose to 814,632 in January, the Ministry of Labour announced last month. This was an increase of 248,474 over the figure in December.

It meant that 3.6 per cent of Britain's total labour force was unemployed in January, compared with 2.5 per cent in December.

It was estimated that 144,000 men were temporarily out of work because freezing weather halted construction projects.

The January figure was the highest since the fuel crisis and bitter cold of February 1947, when unemployment reached 1,874,000.

Of the January total, 628,486 were unemployed and 186,145 were listed as temporarily out of work.

Employment and Unemployment, January*

Employment declined by 204,000 to 5,956,000 between December and January. This was about the usual decrease for this time of year. Men accounted for 147,000 and women for 57,000 of the decrease.

Unemployment rose by 127,000 to 541,000 during the month, about a normal increase for this period. The January unemployment total was 8.3 per cent of the labour force. A month earlier the rate was 6.3 per cent. In January 1962 it was 8.5 per cent and in January 1961 it was 10.8 per cent.

The labour force declined by 77,000 between December and January, as many of those no longer working in seasonal industries left the labour market.

The estimated labour force in January was 88,000 higher than a year earlier. Employment was 92,000 higher than in January 1962.

Employment—As usual, employment fell sharply between December and January as a result of seasonal slackening in retail trade and outdoor activities. Non-farm employment dropped by 160,000, a smaller-than-average decrease for the month, but farm employment declined by 44,000, somewhat more than usual for this time of year.

Employment changes between December and January were in line with seasonal patterns in all regions except Quebec, where the decline was less than seasonal.

During the past few months, there has been a noticeable strengthening in employment for men, a reflection of an improved situation in the goods-producing industries. On the other hand, job opportunities for women have tended to decline owing to lack of growth in some of the service-producing industries.

Most non-farm industries continued to have higher employment than a year earlier. The largest year-to-year gains were in service, manufacturing and construction. Employment was lower than a year earlier in agriculture and forestry.

Unemployment—Between December and January, unemployment rose by 127,000, about a normal change for the time of year. The increase was mainly among men.

Of the unemployed in January, 468,000 were men and 73,000 were women.

Some 416,000, or more than three quarters of the total, had been unemployed for three months or less. An estimated 71,000 had been seeking work from four to six months, and 54,000 for more than six months.

Unemployment in January was higher than a year earlier in Quebec and noticeably lower in Ontario. In other regions, unemployment was about the same as the year before.

The classification of labour market areas in January shows that two metropolitan areas, Edmonton and Montreal, moved from Group 2 (moderate labour surplus) to Group 1 (substantial labour surplus) during the month. Four major industrial areas—Brantford, Fort William-Port Arthur, Peterborough and Rouyn-Val D'Or—and one major agricultural area, Lethbridge, also moved from Group 2 to Group 1.

Eleven minor areas made the same move: Beauharnois, Drummondville, Kentville, Lachute-Ste. Therese, Lindsay, Medicine Hat, Owen Sound, Pembroke, Portage La Prairie, St. Jean, and Simcoe.

One major industrial area, Guelph, moved from Group 3 (appproximate balance) to Group 2, as did three minor areas: Listowel, Stratford, and Woodstock-Tillsonburg.

There were no areas in Group 4 (labour shortage) and only one minor area—Kitimat—in Group 3.

**See* Tables A-1 to A-3, pages 169 and 170.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	January 1963	January 1962	January 1963	January 1962	January 1963	January 1962	January 1963	January 1962
Metropolitan	8	8	4	4	.....	.....	.....	.....
Major Industrial	16	15	10	11	.....	.....	.....	.....
Major Agricultural	6	6	8	8	.....	.....	.....	.....
Minor	39	36	18	21	1	1	.....	.....
Total	69	65	40	44	1	1	.....	.....

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) (000)	January	6,497	− 1.2	+ 1.4
Employed (000)	January	5,956	− 3.3	+ 1.6
Agriculture (000)	January	538	− 7.6	− 6.4
Non-agriculture (000)	January	5,418	− 2.9	+ 2.4
Paid workers (000)	January	4,945	− 3.0	+ 3.3
At work 35 hours or more (000)	January	5,117	− 4.4	+ 1.5
At work less than 35 hours (000)	January	668	− 0.9	− 1.3
Employed but not at work (000)	January	171	+ 28.6	+15.5
Unemployed (000)	January	541	+30.7	− 0.7
Atlantic (000)	January	88	+25.7	+ 4.8
Quebec (000)	January	192	+24.7	+ 7.3
Ontario (000)	January	130	+39.8	−12.8
Prairie (000)	January	73	+43.1	− 2.7
Pacific (000)	January	58	+26.1	0.0
Without work and seeking work (000)	January	503	+30.0	− 0.6
On temporary layoff up to 30 days (000)	January	38	+40.7	− 2.6
Industrial employment (1949=100)	November	124.2	− 1.0	+ 2.1
Manufacturing employment (1949=100)	November	114.7	− 1.0	+ 3.4
Immigration	1st 9 mos. 1962	56,568	—	+ 0.7
Destined to the labour force	1st 9 mos. 1962	28,506	—	+ 2.3
Strikes and Lockouts				
Strikes and lockouts	January	24	−17.3	−40.0
No. of workers involved	January	4,559	+25.2	−50.3
Duration in man days	January	79,780	+41.0	− 6.6
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	November	$81.58	0.0	+ 3.5
Average hourly earnings (mfg.)	November	$ 1.90	+ 0.5	+ 3.3
Average hours worked per week (mfg.)	November	41.2	− 0.3	+ 0.2
Average weekly wages (mfg.)	November	$78.15	+ 0.2	+ 3.3
Consumer price index (1949=100)	January	132.0	+ 0.1	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100)	November	142.0	+ 0.3	+ 1.7
Total labour income $000,000	November	1,713	− 1.3	+ 5.4
Industrial Production				
Total (average 1949=100)	December	182.0	− 6.3	+ 4.7
Manufacturing	December	160.0	− 7.8	+ 5.6
Durables	December	162.4	− 7.1	+10.8
Non-durables	December	158.0	− 8.4	+ 1.5

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Role of Indicative Programming in Success of Some Western European Countries

"Indicative programming" and economic forecasting rather than rigid planning underlie most of remarkable economic successes. Widest participation by all sectors of economy considered vital in forming national plans and objectives

"Indicative programming" and forecasting instead of rigid economic planning have been the basis of most of the remarkable economic growth of several Western European countries during the recent past. Labour plays an indispensable role in helping to chart or "indicate" the economic courses of most of these countries. The widest participation by all sectors of the economy is considered vital in forming national plans with a common purpose, and in carrying them out. Public opinion consequently supports the efforts and contributes to the success of the programming and economic forecasting.

These, in essence, are some of the main points brought out in an address entitled "The Role of Indicative Programming in the Economic Successes of Some Western European Countries," by Dr. R. V. Yohe, President of B.F. Goodrich Canada Limited, at a December meeting of the Windsor Chamber of Commerce. Dr. Yohe's observations and remarks were based on the recent National Productivity Council's fact-finding mission to Europe, of which he was a member (L.G., Aug. 1962, p. 909, and Nov. 1962, p. 1261).

The term "indicative programming" instead of "planning" was favoured by economic leaders of most of the countries visited by the National Productivity Council's mission, said Dr. Yohe. It was less subject to confusion with the rigid planning of totalitarian states, they thought. Four of the six countries visited—Holland, West Germany, France and Belgium—were members of the European Common Market. The other two remaining countries that were visited and studied were Sweden and Britain.

In most of these countries, labour plays a direct and indispensable role in the programming and economic forecasting, through wide representation on the bodies engaged in this task. In this respect, Britain and West Germany can be considered as exceptions in their approach. In Britain, the advisory planning body—the National Economic Development Council—has only recently been born, but organized labour there has agreed to provide representation on it. In West Germany, with its free economy, there is no central planning, although an advisory council to set up guideposts has been proposed.

In Sweden, officers of trade unions participate in the work of the royal planning commissions that are frequently used for special economic studies. These supplement other groups that have major responsibilities in drawing up the government budget and in long-term forecasting and planning. On the planning commissions, labour joins civil servants, employers' organizations and university economists. In The Netherlands, government economists referred to labour and management as "working partners" with the Government on economic policy.

The widest possible participation by the various sectors of the economy, joining in a common purpose, as in Sweden, tends to assure the success of the programming. There, Dr. Yohe explained, "the influence of the long-term perspective on economic decisions was emphasized and attributed to the fact that people from all sections of the economy were involved in preparing the forecast. The discussions between representatives of the private and public sectors played an important part in forming public opinion." The economic forecasting and planning, with reports based on a co-operative system of fact finding, thus gained the support of public opinion, necessary to the realization of the forecasts.

"The reports were also widely discussed in professional circles, in the press and on radio and television. In this way an 'image' of the economic future for the country was created, which inspired public confidence and acceptance," Dr. Yohe observed. There was, however, no central economic "plan" as such in Sweden.

Dealing with planning in general, the speaker explained:

> The misconceptions that many people have over the word "planning" are not unlike the misconceptions that labour has over the word "productivity," and which misconceptions are erroneous in the light of the philosophies of productivity enunciated and practised in other countries.*

Comparing government planning with the planning as exercised by individual companies in Canada, Dr. Yohe said:

> I'm somewhat confused also at some managements and representatives of management when they recoil in apprehension when government

* *See* also Dr. Yohe's report on the "Common Declaration on Productivity" issued in Belgium for the National Congress on Productivity, LABOUR GAZETTE, October 1962, p. 1111.

planning is even mentioned, since I doubt that there is a company in all Canada that does not consciously or unconsciously have rather definitive plans for its future . . .

I contend that, within the broad concept of democratic government, there is a startling similarity between the real marketing concept, as it is widely practised by industry today, and the approach that whole countries can take in the conduct of the economic affairs of these countries. I further contend that there need be no real abrogation of democratic principles of government in so doing.

Planning, Forecasting in Europe

Planning in the European countries visited ranged from doing it in relatively great detail over a period of years, as in France, to the German system, "which leaves the market forces as the main guides to development." Even in France, however, said Dr. Yohe, there was not a widespread direction of industry, but the planning rather took the form of setting objectives, in which industry itself played a major role and was encouraged to achieve the objectives by means other than government direction.

In London, the following statement had been made to the visiting Productivity Council mission:

Unemployment of more than 2 per cent causes great disquietude. Unemployment below 1½ per cent leads to inflation. Such a narrow range leads to individual crises of one kind or another. This stop-and-go circumstance led industrialists to turn to planning as a means of eliminating short-term fluctuations and as a means of accelerating Britain's growth.

It was then agreed that the only way to solve the problem was to develop greater co-operation between government-labour-management. The National Economic Development Council was the result.

Reverting to Sweden, Dr. Yohe said there were no national goals or objectives established by government policy or acts of Parliament, but that long-term forecasting and planning had been the practice in that country for the past 15 years. The principal factual material for the long-range studies made in Sweden had come from company and sector plans.

In The Netherlands, "rationalization of productive capacity is lawful and firms may engage in arrangements of this sort, provided their purpose is not to increase prices." Very large companies existed and dominated their fields, the speaker pointed out. Cartel or combine arrangements were not forbidden. It had also been pointed out there, however, that what succeeded in The Netherlands would not necessarily work in other countries.

In Germany, neither labour nor management was anxious to see placed into effect a plan for a "super economic body" that had existed for years. Spokesmen for both parties had said, however, they would be agreeable to the establishment of such a body, "provided it was independent and impartial and its findings were not binding upon them in bargaining. They did not think the Government should follow the Swedish or Dutch pattern."

The highly advanced form of indicative planning of France, in which several different possible courses of action were identified, was also described by government economists there as being "persuasive" rather than a coercive, centralized type of "economic planning," Dr. Yohe said.

A fourth plan now being drafted by France was featured by wide participation by the public. Its drafting involved some 3,500 participants: labour and industry leaders, civil servants, and independent experts. The whole concept of the French planning system is based on the philosophy that those who are to carry out the plan should have a part in the making of it, Dr. Yohe added.

In Belgium, the word "planning" was avoided and "programming" used instead, because the former "is believed to be offensive to the business community."

Belgian Indicative Programming

The Belgian Central Economic Council explained the differences between economic programming and forecasting, and defined indicative programming as follows:

Indicative programming is different from a mere forecast of economic and social development. Such a forecast is indeed the first stage in all indicative programming, but the latter goes a great deal further. The results obtained from preliminary forecast calculations are compared with the general objectives desired by the Government. When this comparison has been made, the necessary amendments are effected after consultations with the economic and social groups concerned, in order to arrive at a coherent program in accordance with the objectives which have been set. It would be desirable to draw up the economic budget by this method every year, and to outline middle- and long-term development programs.

A Belgian five-year economic development program calls for an annual growth rate of 4.4 per cent, but Belgian industrialists believe that this or any other preconceived figure is theoretical, reported Dr. Yohe.

In conclusion, he said:

Call it planning, or whatever, nevertheless, what is represented here is an organized attempt by whole countries, through the engagement of all elements of society into a common purpose, to adapt the individual circumstances of these countries to the highly competitive nature of things in the world today.

The lessons to be gained from the evident successes should not be lightly dismissed. I might even suggest that after careful evaluation we might even improve on them.

Facing Facts in Labour Relations

Strikes are not obsolete and neither party wants the alternative, government regulation; but where the interests of the parties conflict with the interests of the public, it is the latter that should prevail, says H. Carl Goldenberg

Strikes are not the general rule; most collective agreements are negotiated without strikes.

Laws will not by themselves assure industrial peace.

Trade unions and collective bargaining are an essential feature of modern industrial society.

Labour relations laws should be reviewed periodically in the light of experience and changing conditions.

Both labour and management must face the facts of industrial life, and both must take account of their public image.

The alternative to strikes and lockouts is state regulation, which neither party wants; nevertheless, where the interests of the parties conflict with the interests of the community, it is the interests of the community that should prevail.

The suggestion that strikes are obsolete is an example of both over-simplification and over-optimism. Change in our society has reduced some of the causes of tension in industrial relations but has not eliminated them; in fact, change has created new tensions. And these new problems call for close co-operation between labour and management.

All these points were made by H. Carl Goldenberg, O.B.E., Q.C., in an address, "Facing Facts in Labour Relations," to the Empire Club, Toronto, in mid-November. Mr. Goldenberg, a Montreal lawyer who has become well-known as a mediator and arbitrator of labour-management disputes, was, during the closing years of the Second World War, Chairman of the Industrial Production Co-operation Board, forerunner of the Labour-Management Co-operation Service of the Department of Labour.

Mr. Goldenberg said that a refusal to face facts by one side or the other, or both sides, was a major cause of misunderstanding between labour and management. And the public, too, is inclined to judge a dispute in terms of "right" and "wrong," he said, but "the fact is that generally neither side is wholly right or wholly wrong."

The public might also be mistaken in its appraisal of the state of labour relations in general. Publicity surrounding strikes gives an exaggerated impression of industrial conflict. But the fact is that strikes are not the general rule. "The general rule is industrial peace."

The vast majority of collective agreements are negotiated without strikes and without publicity, he said.

Laws are necessary to regulate the exercise of power and to curb its abuse. But there are problems in human relations that cannot be solved by law alone, and laws, however stringent, will not by themselves assure industrial peace.

"Peaceful relations between the parties will therefore depend not on laws but on the degree to which they are willing and able to understand each other and to make compromises imposed by the facts that confront them." This was especially true in a democracy, he said, and "collective bargaining is the application of democratic practice to industrial relations . . .

Collective Bargaining

"Trade unions and collective bargaining are an essential feature of modern industrial society. In the absence of collective bargaining there would be no bargaining at all under a system where the parties are as unequal in power as the individual worker and the corporation which employs him," Mr. Goldenberg asserted.

Because in Canada, and the United States, collective bargaining has not been universally accepted by both parties as the normal method for negotiating terms of employment, it was found necessary to enact laws to make collective bargaining mandatory under prescribed conditions.

Certain delays in the procedures prescribed by law are allowed. But where the delays are such as to permit one party to take advantage of them to frustrate the other, the results are not conducive to good labour relations.

> The longer the settlement of a labour dispute is delayed, the more inflexible and unreasonable the parties tend to become in the positions they have taken . . . The parties for the time being seem to forget that a settlement has to be reached at some stage. They forget the truth of what Mackenzie King, who was a student of labour-management relations, pointed out, when he said that: "With Labour and Capital it is very much as with husband and wife; despite differences, they must continue to live together, or cease the relationship altogether."

Since they are enacted to deal with the facts of industrial life, labour relations laws should be reviewed from time to time to take into account changing conditions and past experience. If delays which the laws

permit are found to unduly retard settlements, such delays should be reduced. Undue delays intended to postpone legal strike action, in Mr. Goldenberg's opinion, are at least partly responsible for "wildcat" strikes.

He also emphasized that procedures suitable for some branches of industry were not necessarily appropriate for others—as one example, industries with year-round employment had conditions different from those that were seasonal.

But, more important, both parties must face the facts of industrial life: they have to live with them. If changes in traditional bargaining procedures are indicated, both parties must be prepared to make them, said Mr. Goldenberg. Here he referred to his report as a Royal Commissioner on labour relations in the Ontario construction industry (L.G., July 1962, p. 775), in which he had said that although tradition dies hard, new procedures should be adopted as required and indicated by the facts imposed by the nature of the industry.

In his report he had also asserted his belief that free collective bargaining would best be preserved by negotiation and agreement between the parties, each prepared "to face the problems and make necessary adjustments. Failing this, public opinion may, wisely or unwisely, lead to the imposition of restrictive controls."

Public Image

In labour relations, both parties must take account of their public image, Mr. Goldenberg continued. "Institutions operating in a democratic society cannot afford to ignore the impact of their conduct on public opinion."

This public image is not improved by disputes that arise from a persistent refusal to make reasonable compromises required by the facts. Jurisdictional disputes are an example. The public did not understand that the underlying reason for jurisdictional disputes is the simple human instinct for self-preservation, said Mr. Goldenberg.

To aid in solving such disputes without work stoppages, he recommended that labour itself establish the machinery for their settlement. This machinery is also required to deal with disputes arising from raids on the membership of other unions. The public understands strikes arising from conflicts with employers; it does not understand strikes arising from conflicts between unions.

Reference to the public image brings to mind instances of the abuse of power. Some people tend to judge all union leaders by the acts of a small majority, but "this is as unfair as it would be to condemn all businessmen because inquiries have disclosed dishonest practices by some of them."

And in attempts to curb such abuses, it was necessary to avoid legislation that would punish the innocent with the guilty, and that "has the ulterior motive of imposing severe restrictions on free collective bargaining."

Here Mr. Goldenberg commented on "so-called 'right-to-work' legislation." The term "right-to-work" is only a catch-phrase, he said. "Its authors have shown an interest neither in rights nor in work. They are interested primarily in setting the clock back so far as the democratic right to bargain collectively is concerned."

Protection against abuse of power calls for legislation but to be effective requires also the exercise of responsibility by the persons concerned: in a union, by the rank and file.

The same employers who complain of the absence of democracy in a union will complain also of lack of authority on the part of leaders and of inability by unions to enforce contracts. "For effective collective bargaining and enforcement of contracts, we have to face the fact that there must be some compromise between the authority of the elected officers of a union and the control over their actions vested in the membership."

Strikes

The charge that some union leaders called strikes without the approval of their members was true only in infrequent cases, and there, such practice should not be condoned. The public must not be led to conclude that union leaders are "strike-happy," he added.

Nor should it be concluded that there is a cure-all for settling all industrial disputes without strikes by unions or lockouts by employers. Mediation or voluntary arbitration by third parties would be the more civilized method, but, since mutual confidence has not yet replaced mutual suspicion, I am afraid that the required degree of civilization has not yet been attained.

Under totalitarian regimes, he said, strikes were prohibited, but in a democratic state, to force men to work under conditions they found objectionable could only be justified by exceptional circumstances.

We must face the fact that the right to strike and the employer's right to declare a lockout are necessary counterparts to free collective bargaining. The strike and the lockout are methods, however painful, for reaching agreement. The alternative is state regulation, which the parties to industry are not prepared to accept. Neither party wants agreement to be imposed upon them.

Mr. Goldenberg then explained how the right to strike in Canada was controlled by legislation.

(*Continued on page 155*)

COLLECTIVE BARGAINING REVIEW

Major Settlements in 1962

During 1962, collective bargaining in Canada led to 227 settlements that applied to bargaining units of 500 or more employees. These settlements covered approximately 477,000 workers engaged in industries outside the construction sector.

Of the major agreements signed in 1962, more than half were negotiated in the manufacturing sector of the economy. Other major collective agreements signed during the year were negotiated on behalf of workers in the transportation, storage and communications, gas and electric power distribution and retail trade industries. A number of agreements were negotiated also in such service sectors as municipal and provincial governments, hospitals, hotels and restaurants.

The largest single group of workers affected by contract negotiations during 1962 was the 100,000 non-operating employees of the CNR, CPR and other railways.

Of the major contracts signed during the year, 71 were for one year's duration, 84 for two years and 57 for a three-year term. Four contracts having terms ranging from nearly four to five years were negotiated in the transportation industry.

More than three fifths of the one-year contracts granted increases of 3 to 7 cents an hour on labour rates. Within this range, the majority of agreements provided for wage increases of 4 and 5 cents an hour.

Of the two-year agreements, more than three fifths provided for wage increases of 7 to 13 cents an hour, with hourly wage increases of 7, 10 and 13 cents being the most common.

Slightly more than one half of the three-year agreements provided for increases in labour rates of 15 to 20 cents an hour, most of them ranging from 15 to 18 cents an hour. Wage increases of 10 to 14 cents an hour were negotiated in approximately one quarter of the three-year settlements.

All but 13 of the major settlements concluded in 1962 provided for general wage increases. But the 13 exceptions, which covered about 16,000 workers, included improvements in such areas as premium pay, vacations, pensions, group life insurance, weekly indemnities, cost-of-living adjustments and employer contributions to welfare plans.

The most extensive collective bargaining in the manufacturing sector occurred in the pulp and paper industry, where 27 major settlements covering 37,000 workers were negotiated. Twenty-two of the agreements in this industry were for a term of one year, and two thirds of these included wage increases of 4 and 5 cents an hour for workers in eastern Canada. A wage increase of 7 cents an hour on labour rates was agreed to in British Columbia in one-year contracts signed by MacMillan, Bloedel and Powell River Industries, Crown Zellerbach of Canada and other western Canadian companies. There were four major two-year settlements in the pulp and paper industry; three provided for a wage increase of 10 cents an hour and the fourth for increases totalling 7 cents an hour.

In the food and beverages industry, 17 major agreements covering approximately 25,000 workers were negotiated in 1962. Wage increases amounting to 11½ cents an hour over two years were the pattern in the meat packing industry, where Burns and Company, Canada Packers and Swift Canadian negotiated four agreements covering a total of 11,400 employees. Another two-year settlement, reached by several dairies in Toronto, included a wage increase of 20 cents an hour.

In the Ontario and Quebec brewing industry, wage increases amounting to 22 cents an hour over a three-year period were negotiated by the Brewery Workers. Two major settlements were concluded in the distilling industry—a two-year agreement giving an increase of 18 cents an hour on base rates to employees of the House of Seagram in Quebec, Ontario and British Columbia, and a three-year contract providing for a total wage increase of 26 cents an hour on labour rates at Hiram Walker and Sons in Ontario.

In the tobacco industry, Imperial Tobacco negotiated a two-year contract increasing the labourer's rate by 28½ cents an hour.

Fifteen major agreements covering 26,000 workers, mostly in Quebec and Ontario, were negotiated in the iron and steel products industry. Most of these contracts will

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

be in effect for two or three years. The two-year settlements included a master agreement giving a total wage increase of 6 cents an hour to employees at Continental Can plants across Canada and two settlements concluded by Canadian Steel Foundries and General Steel Wares, each of which granted a wage increase of 7 cents an hour. Dominion Engineering agreed to increase wages by 13 cents an hour, the highest wage increase under a major two-year contract in this industry.

WAGE SETTLEMENTS DURING 1962, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1962, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
7	1	900								
8	1	500			2	1,400				
10					1	500				
13	1	800							1	3,000
14	1	500								
15			1	800						
16					1	27,000				
20					1	6,000				
Mining										
0	1	500								
3					1	1,200				
10									1	600
12									2	1,100
15									4	3,130
18									2	2,200
20									1	500
Manufacturing										
0	6	4,450			1	1,300	1	5,300		
2	1	800								
3	2	9,500							1	700
4	8	4,980	1	500						
5	16	23,720			4	2,770			1	1,800
6					2	1,600			1	800
7	2	6,000			5	5,430				
8	2	5,600			2	1,750			3	3,600
9					2	2,100				
10					10	16,900			3	10,280
11					1	1,900	1	800		
12					7	13,250				
13					5	9,250	2	3,100	3	3,680
14									1	550
15	1	1,200			2	2,650	1	1,000	2	1,290
16									2	1,350
17									3	4,480
18					2	2,400			6	14,650
19									2	2,050
20					1	1,700				
22					1	800				
26									1	600
29					1	3,500				
32					1	1,300				
39									1	1,500
43									1	1,000
Transportation, Storage and Communication										
0	1	1,200								
2	1	1,000								
3	2	8,980								
5	2	1,520			1	550				
6	1	10,000								
7	1	1,380			5	117,810				
8	1	550								
9	1	8,300								
11					1	1,100				
12	2	1,650							1	650
13					1	530				
14					1	2,000				
15									1	1,200
18					1	1,000	1	730		
19									1	7,000
20									2	1,800
23									1	500
26									1	1,500
28									1	700

WAGE SETTLEMENTS DURING 1962, BY INDUSTRY—(Concluded)

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27 32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Public Utility										
0	1	840								
3			1	730						
14	1	1,300								
15									2	12,100
19									1	700
24									1	700
39					1	900				
Trade										
0	1	1,500								
4	1	1,000								
7					1	4,000				
10					1	3,000	1	850		
13					2	1,400				
15					2	2,180				
17									1	2,400
20									1	800
22							1	540	1	1,100
Service										
0	1	630								
3	1	600								
4	4	4,450							1	1,200
5	2	1,750								
6	1	600			2	5,750				
7	1	1,250			1	1,200			1	750
8					2	1,910				
9					1	1,900				
10					1	2,500				
11					1	1,800			1	750
13					1	550			1	600
15					2	1,050				
16					2	3,400				
28	1	600								
29	1	550								
40					1	1,000				
Total	71	109,100	3	2,030	84	260,230	8	12,320	61	93,310

*The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

Among major three-year agreements signed in the iron and steel products industry, three contracts, all at Steel Company of Canada plants, provided for an increase in labour rates of 10 cents an hour, and two contracts at International Harvester and Dominion Structural Steel increased base rates by 13 cents an hour. Settlements providing for a wage increase of 15 cents an hour over three years were negotiated by Canada Iron Foundries and Union Carbide (Metals and Carbon Division). Massey-Ferguson granted a wage increase of 18 cents an hour in a three-year master agreement covering workers at plants in Toronto, Brantford and Woodstock, Ont.

In the transportation equipment industry, seven of the 14 major agreements, applying to 21,000 workers, were for a three-year term. These three-year agreements were signed by such companies as Ford, Chrysler, American Motors, Electric Auto-Lite, International Harvester and DeHavilland Aircraft and provided for labour rate increases of 16 to 18 cents an hour.

In the electrical products industry, contract negotiations resulted in eight major agreements covering 14,000 employees. Two of these agreements, signed by Northern Electric, were for a one-year term and provided for a base rate increase of 3 cents an hour. Four agreements were for a period of two years and, with the exception of a settlement giving a base rate increase of 12 cents an hour to salaried personnel of Canadian Marconi, provided for wage increases of 7 to 9 cents an hour. There were two agreements of three years duration—one providing for a wage increase of 14 cents an hour at Phillips Electrical and another giving a labour rate increase of 18 cents an hour to plant employees of Canadian Marconi.

Five-cent-an-hour wage increases were granted in the rubber industry under one-year contracts signed by B. F. Goodrich, Dunlop, Firestone Tire and Rubber and Goodyear Tire and Rubber. In another one-year agreement, no wage increase was granted by Dominion Rubber (Tire Divi-

sion) but this settlement was accompanied by a three-year supplemental agreement incorporating significant improvements in fringe benefits.

Major agreements of two years duration were signed in the textile and synthetic fibres industries in Quebec and Ontario. Wage increases amounting to 13 cents an hour were embodied in three contracts involving textile manufacturers, and base rate increases ranging from 9 to 15 cents an hour were included in four settlements in synthetic fibres manufacturing.

Approximately 12,000 employees in the trucking industry across Canada were affected by new master agreements signed in 1962. One agreement, covering truckers in the Prairie region, provided for a total wage increase of 13 cents an hour over two years. In Ontario, several car carrying firms agreed to wage increases totalling 18 cents an hour in a two-year contract, and northern Ontario freight companies agreed to raise wages by 23 cents an hour over three years. A general settlement in southern Ontario provided for wage increases of 19 to 22 cents an hour over four years for dockmen, checkers and drivers employed by 53 trucking companies; most of these companies were parties to a 44-month agreement providing for wage increases ranging from 20 to 24 cents an hour, depending on skill, for mechanics. In Quebec, eight firms operating out of Montreal were parties to a four-year agreement providing for a wage increase of 26 cents an hour for truckers based in Montreal and 30 cents an hour for employees in branch depots.

In Newfoundland, the Railway, Transport and General Workers signed an agreement for five years, a longer term than any other major contract negotiated in 1962, with Canadian National Newfoundland Steamship Service. Under this agreement, the wage for a seaman will be increased by 28 cents an hour in five annual steps.

In the telephone communications industry, about 38,000 employees across Canada received wage increases under 11 new agreements. Nine agreements were for a period of one year, and most of these provided for base rate increases of 5 to 9 cents an hour. There were only two major two-year agreements in this industry, and these granted base rate increases of 5 to 7 cents an hour.

The majority of major settlements in the service sector were negotiated by municipal governments and hospitals. Municipalities that entered into major contracts, covering a total of 18,000 workers, were the cities of Vancouver, Edmonton, Ottawa, Toronto and Metropolitan Toronto and the townships of North York and Scarborough. Vancouver concluded four one-year agreements giving base rate increases of 3 to 5 cents an hour, and the other municipalities signed ten two-year agreements with base rate increases ranging from 7 to 16 cents an hour.

Hospitals were parties to eight major settlements applying to 6,500 workers. Most of these were for a period of one year; wage increases of 5 to 7 cents an hour in one-year agreements for such employees as male orderlies and general help were the most common, except in Quebec, where several hospitals agreed to increase rates for these classifications by 28 to 29 cents an hour.

In the logging industry, 12 major settlements were concluded, covering approximately 40,000 woods employees in Newfoundland, Quebec and British Columbia. About 27,000 of these workers, who were employed by 150 logging firms in British Columbia, received wage increases amounting to 16 cents an hour in a two-year agreement. In Newfoundland, another 6,000 workers were covered by a new agreement between the Carpenters and Anglo-Newfoundland Development Company, Bowater's Newfoundland Pulp and Paper Mills and Newfoundland Contractors' Association; under this agreement the labourer's rate was increased by 20 cents an hour over two years.

Most of 12 settlements in the mining industry in 1962 were for a three-year term. Two of the three-year agreements were signed by Rio Algom Mines and increased the wages of 1,100 uranium miners in Ontario by 12 cents an hour. In Quebec, four agreements providing for a total labour rate increase of 15 cents an hour over three years were concluded by Campbell Chibougamau Mines, Noranda Mines, Quemont Mining Corporation and Normetal Mining Corporation. Labour rate increases amounting to 18 cents an hour were agreed to elsewhere in Quebec by Canadian Johns-Manville and Lake Asbestos of Quebec. The highest increase for labourers was 20 cents an hour over three years for employees of Eldorado Mining and Refining Limited.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During February, March and April

(except those under negotiation in January)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Canada Paper, Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. International Paper & subsids., N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC), & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)

Part II—Negotiations in Progress During January

Bargaining

Company and Location	Union
Alberta Government Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered local
Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B. A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Moirs Ltd. & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Noranda Copper & Brass, Montreal, Que.	Empl. Assn. (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)

Company and Location	Union
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver Board of Police Commissioners, Vancouver, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers' Assn., Eastern Canada	Lithographers (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

Conciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Northern Electric (western region) Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)

Post-Conciliation Bargaining

International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During January

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ABITIBI POWER & PAPER, NORTHERN ONTARIO—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 6¢ an hr. on hourly rates, 48¢ a day on daily rates and 2% on all piece-work rates, retroactive to Sept. 1, 1962; former empl. on payroll between Sept. 1 and Dec. 10, 1962 entitled to retroactivity provided they initiate claims before March 1, 1963; additional wage increase of 2% on piece-work rates eff. Sept. 1, 1963; weekly hrs. for day work classifications to be reduced from 44 to 40 with maintenance of take-home pay, eff. Sept. 1, 1963; after Sept. 1, 1963 the company will contribute $2.50 toward cost of medical, surgical and hospital care plans (at present $2); rate for general labourer after Sept. 1, 1963 will be $15.23 a day.

ASBESTOS CORP. & OTHERS, THETFORD MINES, QUE.—MINING EMPL. FEDERATION (CNTU) (GARAGE EMPL.): 3-yr. agreement covering 1,500 empl.—wage increases of 3½% retroactive to Jan. 1, 1962, 2½% eff. Jan. 1, 1963 and 3% eff. Jan. 1, 1964: evening shift premium (formerly 4¢) increased to 6¢ in the first yr. of agreement, 7¢ in the second yr. and 8¢ in the third yr.; night shift premium (formerly 8¢) increased to 10¢ in the first yr. of agreement, 11¢ in the second yr. and 12¢ in the third yr.; bereavement leave provision introduced; compulsory check-off supersedes voluntary check-off.

BUILDING MAINTENANCE, & WINDOW CLEANING CONTRACTORS, VANCOUVER, B.C.—BLDG. SERVICE EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—hourly wage increases of 4¢ eff. Dec. 1, 1962, 3¢ eff. July 1, 1963 and 4¢ eff. July 1, 1964 for janitors and maintenance men; 3¢ eff. Dec. 1, 1962, 3¢ eff. July 1, 1963 and 2¢ eff. July 1, 1964 for janitresses and elevator operators; 3 wks. vacation after 11 yrs. of service (formerly after 15 yrs.); rate for elevator operator after July 1, 1964 will be $1.31 an hr.

BURNABY DISTRICT, B.C.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 560 empl.—wage increases of 2.3% eff. Jan. 1, 1963 and 2.3% eff. Jan. 1, 1964 for inside wkrs. and foremen; 5¢ an hr. eff. Jan. 1, 1963 and 5¢ an hr. eff. Jan. 1, 1964 for outside wkrs.; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs. for outside wkrs. and 7 yrs. for inside wkrs. and foremen); rate for labourer after Jan. 1, 1964 will be $2.14 an hr.

CPR SYSTEM-WIDE-TRAINMEN (AFL-CIO/CLC) (DINING CAR STAFF): 2-yr. agreement covering 750 empl.—wage increases of 1% on May 31, 1962 rates retroactive to June 1, 1962, 1% on May 31, 1962 rates eff. Jan. 1, 1963, 2¢ an hr. eff. April, 1963 and 2¢ an hr. eff. Oct. 1, 1963.

EASTERN CANADA STEVEDORING, HALIFAX, N.S.—RAILWAY CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 1% retroactive to March 1, 1962, 1% additional retroactive to Oct. 1, 1962, 3¢ an hr. eff. Jan. 1, 1963 and 2¢ an hr. eff. July 1, 1963; base rate for freight handler after July 1, 1963 will be $1.995 an hr.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—wage increases of 48¢ a day on daily rates and 2% on piece-work rates, retroactive to Sept. 1, 1962; additional wage increase of 2% on piece-work rates eff. Sept. 1, 1963; weekly hrs. for day wkrs. to be reduced from 44 to 40 with maintenance of take-home pay eff. Sept. 1, 1963; after Sept. 1, 1963 the company will contribute $2.50 toward cost of medical, surgical and hospital care plans (at present $2); rate for general labourer after Sept, 1, 1963 will be $15.22 a day.

HOTEL CHATEAU LAURIER (CNR), OTTAWA, ONT.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 500 empl.—hourly wage increases of 3¢ retroactive to March 1, 1962, 2¢ eff. March 1, 1963 and 2¢ eff. March 1, 1964; double time for work on paid holidays (formerly alternate time off); 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); maid's rate after March 1, 1964 will be 97¢ an hr. plus room & board.

HOTEL VANCOUVER, VANCOUVER, B.C.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 500 empl.—general wage increases of 4¢ an hr. retroactive to March 1, 1962, 3¢ an hr. eff. March 1, 1963 and 3¢ an hr. eff. March 1, 1964; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

MARITIME TEL. & TEL., EASTERN ELECTRIC & SUPPLY, N.S.—I.B.E.W. (AFL-CIO/CLC) (PLANT EMPL.): 1-yr. agreement covering 500 empl.—weekly wage increases ranging from 25¢ to $3; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); maximum weekly rate for utility man $63.

MARITIME TEL. & TEL., N.S.,—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1-yr. agreement covering 730 empl.—weekly wage increases ranging from 50¢ to $2.50; maximum weekly rate for operator $55.50.

ROWNTREE CO., TORONTO, ONT.—RETAIL, WHOLESALE EMPL: (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 3% eff. Jan. 1, 1963, 2% eff. Jan. 1, 1964; rate for labourer after Jan. 1, 1964 will be $1.58½.

WABASSO COTTON, WELLAND, ONT.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 620 empl.—settlement pay of $40; wage increases of 5¢ an hr. eff. Feb. 4, 1963, 2¢ an hr. eff. Feb. 4, 1964 and 3¢ an hr. eff. Feb. 4, 1965; holiday pay plus time and one half (formerly straight-time) for work on paid holidays; rate for male labourer after Feb. 4, 1965 will be $1.32 an hr.

Awards Made to Employers and to Handicapped Man and Woman of Year

Saskatchewan honours employers with outstanding records in the employment of handicapped persons, and Newfoundland presents awards to the handicapped man and woman who have shown the most fortitude in overcoming their disabilities

For the second time, Lieutenant-Governor Frank Bastedo of Saskatchewan has presented awards to employers with outstanding records in the employment of handicapped persons.

Receiving citations this year were B. Lilley Drapers and Western Clay Products, both of Regina, and Canadian Pittsburg Limited of Moose Jaw. The presentations took place during the annual congress of the Council on Rehabilitation (Saskatchewan) in Regina.

* * * *

In Newfoundland, the Mr. and Mrs. C. A. Pippy awards to "the Handicapped Man and Woman of the Year" for 1962 went to Dorothy Letto of Forteau, Labrador, and William Lane of St. John's, Nfld. Each of the awards, which were made for the first time in 1961, consists of $500 and a plaque donated by the Newfoundland Rehabilitation Council. They are presented to the handicapped man and woman who show the greatest fortitude in overcoming their disabilities.

Miss Letto contracted polio at the age of six. The next 28 years were spent in and out of hospital undergoing the medical and surgical treatment required to get her out of her wheel chair and to the place where she can now get about and climb stairs with her crutches. In 1959 she applied for training in commercial work. She did not have the Grade X diploma required for this course; so, at the age of 35, she went back to school and obtained her diploma in 1960, and then went on to complete a commercial course. She is now employed as a clerk-typist at the Grenfell Hospital at St. Anthony.

Mr. Lane, a young man of 22, was working as a watch repairman when he was stricken by arthritis. He was confined to hospital for eight years and spent another seven learning to walk again with crutches after he was fitted with metal joints when other methods failed. In 1951 he started his own watch repair business, working in a standing position at a high bench. In 1954 he devised and installed hand controls in his car to enable him to drive to night school. In two years he completed Grades IX, X and XI with honours and then entered Memorial University.

To finance his education, he worked during his vacation and took a year off from his studies to act as a rehabilitation officer with the Department of Health. Incidentally, it was from him that Miss Letto learned of the opportunities available for handicapped persons to receive training.

Despite a period in hospital for surgery for an ulcer, Mr. Lane was graduated with a Bachelor of Science degree in 1961. Since that time he has been employed as a mathematics instructor in the Vocational Training Institute. He plans to do post-graduate work in biology.

New Research Group in N.B.

A doctor's request for assistance for a patient completely paralysed except for his head and shoulders has led to the formation of a research group in New Brunswick.

Dr. Lynn C. Bashow, Medical Director of Forest Hill Rehabilitation Centre in Fredericton, sought technical assistance to develop a means for the patient to control a battery-operated wheel chair and thus gain a measure of self-sufficiency.

Faculty members and students in engineering and physical education at the University of New Brunswick joined with persons from the manufacturing industry to solve the problem. After they had solved it they decided to form a permanent organization to carry out research into ways of helping persons with severe leg and arm disabilities.

Chairman of the group is Robert N. Scott, assistant professor of electrical engineering at the University.

Saskatchewan Co-Ordinator of Rehabilitation

Hon. A. M. Nicholson, Minister of Social Welfare and Rehabilitation, Saskatchewan, has announced the appointment of G. Roland Hennessey as Provincial Co-ordinator of Rehabilitation to succeed Dr. G. Allan Roeher. Dr. Roeher recently accepted the position of Executive Director of the Canadian Association for Retarded Children.

U.S. National Council on the Aging

Education and retraining stressed as key factors in solutions to many of the problems of older workers by speakers at the Council's 12th annual meeting

Speakers at the 12th Annual Meeting of the National Council on the Aging in New York last November repeatedly stressed that education and retraining were key factors in successful solutions to many of the problems of older workers.

Automation and the Older Worker

Edwin F. Shelley, Vice President, U.S. Industries, Inc., and chairman of the Council's Subcommittee on Technological Change and the Older Worker, stated there was a pressing requirement for the retraining of workers—particularly of older workers—to perform new jobs when they had been automated out of their old jobs. This brought up the fundamental question of the educational background which a worker must possess if he was to be successfully retrained in later life. This, in turn, leads to consideration of the long-range requirement that members of society must be educated in the attitudes needed to ensure continued learning throughout a lifetime.

Mr. Shelley said that his subcommittee had considered the promising idea that rapidly developing technology might be directed along lines that would ensure the constructive use of citizens throughout their productive life, at their proper levels of capability, and with due consideration for the value of their experience, as well as for their physical limitations.

Mr. Shelley suggested that with the proper use of computers, of new high-speed communication systems and of highly automatic robot-operated manufacturing procedures, it could be possible to decentralize the operation of many commercial and industrial organizations. This would permit employees to work in small centres near their homes, or even, in some cases, in their homes, and still maintain highly centralized communication and production control. This could permit the effective use of different employees at different times of the day, and for different periods each week or month. Part-time work could be conducted on a highly efficient basis, and, in a properly organized company, an older worker's experience could well be worth as much money as a younger worker's energy.

Seniority

Ralph Helstein, President, United Packinghouse, Food and Allied Workers, explained that seniority establishes a principle that length of service with a company measures the individual worker's relative claim to a job. Rules of seniority and protection against arbitrary discharge were probably the most effective practices unions had developed to protect the job security of long-service employees and older workers, he pointed out.

Mr. Helstein stated that, despite considerable success in the application of seniority rules, new problems now facing the labour movement require revision in many seniority concepts. The economic and social challenges of automation had wide-sweeping implications and their most available victim was the older worker.

He said: "I believe seniority concepts must be adapted in such a way that they will help cushion the effects of automation upon the older worker. For some time now I have felt the need to change from the practice of job or department seniority to, at least, plant seniority, and in the case of multi-plant companies, to a company-wide system. It may even be necessary to consider industry-wide seniority, and perhaps, even more important, intra-industry seniority on a geographic basis. All this needs to be done because it is essential to save jobs for the older workers who are less able to adapt or for whom the adaptation process would be an especially difficult one, and for whom mobility is a very grave problem."

Dr. Philip Taft, professor of economics at Brown University, stated that attempts to widen the application of seniority so as to protect older workers were likely to face opposition, not only from employers, but also from workers who were members of the union. Reaction of workers to the application of widened seniority rules was likely to be influenced by the number of workers employed in the plant to which the transfer was to be made.

Retirement

John L. Hawn, Manager, Compensation and Personnel Practices, Monsanto Chemical Company and chairman of the Council's Subcommittee on Criteria for Retirement, submitted a preliminary report on an index for retirement. He explained that an attempt was being made to develop a retirement index which could be used to determine at what age people should retire. Objective criteria, other than age, were needed in arriving at retirement decisions, he said.

Women in High Positions in U.S. Government

Study to determine factors contributing to women executives' rise to positions of authority, and one of all U.S. government executives, make possible some interesting comparisons. Women occupy less than 2 per cent of executive jobs

A study of a representative sample of women executives in the United States Government* to determine the factors that had contributed to their rise to positions of authority, together with a larger survey of all U.S. government executives, provides some interesting comparisons between men and women in the civil service. The 145 women in the sample comprised about 25 per cent of all women in the federal civil service who in 1959 were in "top level positions"; receiving a salary of $11,355 or more a year.

Although for the previous few years women had made up about a quarter of the federal civil service, in 1959 they held less than 2 per cent of all high executive positions, a proportion considerably higher, however, than at comparable levels in industry. Eighty-eight per cent of the women were in the two lowest grades included in the sample; of the 12 per cent in higher grades only three women were in "political" positions close to the very top.

Where they were—The most promising starting opportunities for women were found to have been in the fields of social security, child welfare, public assistance and vocational rehabilitation, all traditional areas of specialization for women.

More than one out of every three women executives were in two agencies, the Department of Health, Education and Welfare and the Department of Labor. In proportion to their total numbers, women were more highly represented than men in the Departments of State, Justice and Agriculture, and in the Executive Office of the President, and the Civil Service Commission.

Their background—The family, occupational and geographic origins of the women executives showed little significant difference from those of their male counterparts. Nor was there any clear difference between men and women in the percentage of American and foreign born. The women were predominantly from middle and upper middle class families.

Their education—There were some interesting educational differences; for example, two fifths of the women, in contrast to one quarter of the men, had gone on to receive master's degrees. And a higher proportion of women had proceeded to the doctoral level. The calibre of the universities attended was essentially similar for both sexes.

Their career paths—The greatest number, 61 per cent, of women executives had begun their working life in a profession, more than one quarter of them as teachers. Medicine, law and the behavioural sciences were the fields in which 14 per cent of the women executives had begun. Of those who had begun in the other professions, which accounted for 19 per cent of the total, most had been journalists, public relations people or nurses. Only a few had begun in the natural sciences or engineering. About 25 per cent had begun in the clerical field. Since most women in the civil service are in clerical work, it is obvious that few of them manage to rise above that level.

In moving primarily through the ranks of the professions, women had followed a usual pattern among federal executives. This pattern is a major distinction, however, of the career routes of government executives compared with those in business.

Their mobility—In the search for opportunity, only 2 per cent of the women, in contrast to 13 per cent of the men, had remained in one organization. Nearly three quarters of the women but only a little over half of the men had gained experience in four or more separate organizations.

Their age and marital status—Women executives at all levels were slightly older than is typical of government executives in general. At the highest levels women executives were considerably older than the average.

Two thirds of the women were unmarried, compared with less than 5 per cent of the total of civilian executives.

Why they succeeded—Since the women who have risen to top level positions have done so without exceptional advantages of birth, occupation or geographic origin, the report concludes that energy and singleness of purpose were responsible for their success. They had acquired superior educational qualifications and had shown both tenacity of purpose and a high degree of adaptability in moving from one position to another.

*Women Executives in the American Federal Government, by W. Lloyd Warner, Paul P. VanRiper, Norman H. Martin and Orvis F. Collins. *Public Personnel Review*, October 1962.

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INTERNATIONAL LABOUR ORGANIZATION

ILO Committee of Experts on Social Security

During a two-week meeting in December, the ILO Committee of Experts on Social Security concluded that benefits in the case of industrial accidents and occupational diseases should form the object both of a new Convention and a Recommendation, but that any new Convention should be confined to setting forth broad principles and general resolutions and should avoid detailed provisions which would tend to render it rigid and constitute obstacles to wide ratification. The subject is on the agenda of the 1963 Session of the International Labour Conference.

Chairman of the meeting was J. W. Willard, Deputy Minister of Welfare, Canada.

The Committee pronounced itself in favour of a complete remodelling of Conventions concerning old-age, invalidity and survivors' pensions that were developed before the Second World War, so as to bring the international standards into line with postwar developments of national schemes. The Committee was of the opinion that the new instrument should take the form of a Convention, which may be supplemented by a Recommendation, and should be considered as replacing all the pre-war Conventions.

Social Security Planning

The Committee approached the examination of social security planning and implementation in developing countries by a general discussion on the place of social security within the framework of a general plan for economic and social development and the part it could play as a factor of progress and of social balance.

The experts noted that from a strictly economic viewpoint it may be said that social security measures represent ultimately a fraction of the country's general resources devoted to consumption and that, consequently, could receive only a low degree of priority. The Committee recognized, however, that social security—when properly conceived and co-ordinated—has a favourable influence on increasing the worker's efficiency and stability, which in turn could promote productivity, so contributing to economic progress.

The Committee made a thorough examination of the resolution concerning the expansion of ILO activities for the advancement of social security adopted by the International Labour Conference at its June 1962 session.

Committee on Conditions of Work in Fishing Industry

The ILO Committee on Conditions of Work in the Fishing Industry, which met on December 10 to 19, drafted a proposed international instrument concerning accommodation on board fishing vessels, without stating the form such an instrument should take. The Committee includes about 30 government, employer and worker members and technical advisers from countries of chief importance in the fishing industry, namely, India, Japan, Norway, Peru, United States and U.S.S.R.

The proposed instrument has been based on a 1949 Convention concerning Crew Accommodation on Board Ship, which was not made applicable to vessels engaged in fishing.

The Committee adopted a resolution pointing out that fishing vessels have, to all intents and purposes, been excluded from international instruments concerning safety of life at sea. It recommended the preparation of an International Code of Practice for dealing with the navigational, operational and occupational aspects of the subject.

The Committee stressed that fishermen were exposed to the risk of industrial accidents and occupational diseases giving rise to the need for medical care and causing loss of income. It set forth certain principles to ensure full protection of fishermen in cases of industrial accidents and occupational diseases. The Committee also invited the ILO Governing Body to put these principles before the International Labour Conference when it discusses, at its 1963 session, benefits in the case of industrial accidents and occupational diseases.

TEAMWORK in INDUSTRY

David Archer, President of the Ontario Federation of Labour, told the recent Labour-Management Committee Conference in Kitchener, Ont., that any management man who says unions are not interested in Canada's economic future is as stupid and uninformed as a union member who says management isn't interested in Canada's economy.

Mr. Archer was most emphatic about the extent of assistance that labour is ready to provide to promote this country's welfare—but he insisted that co-operation between labour and management must be the equal participation of equal parties. "We realize that if we are to survive in this highly competitive world we must work together. This is a fight for economic survival and working people have a real stake in this struggle," he said.

Mr. Archer pointed out that most people cite Sweden as the successful middle way between totalitarian communism and uncontrolled capitalism. He suggested that Sweden's success is due in no small part to the fact that its work force is 90 per cent organized so that labour speaks with authority. "This is what I mean by co-operation between equals," he said.

The speaker urged the conference delegates to remember that there was everything to gain by such co-operation. "It is the kind of co-operation the federal Government has been trying to encourage for years at the plant level through its labour-management committees," he said.

During one of the three panel discussions, Otto W. Klinck, industrial relations manager of Naugatuck Chemicals Ltd., Elmira, Ont., stated that rather than usurp management rights and functions, labour-management committees help management to perform its functions.

Mr. Klinck's observation was supported by Matthew K. Carson, Toronto, national executive board member of the Canadian Brotherhood of Railway, Transport and General Workers. Mr. Carson also lamented the fact that, except where a plant has a labour-management committee, employer and employees are "almost strangers" when they sit down to negotiate their collective bargaining agreement. He recommended that senior management representatives should serve on LMCs so that decisions could be reached and action taken on those decisions.

Another union spokesman, Frank Benn, Kitchener district representative of the United Packinghouse Workers of America, stated that joint consultation committees help break down the mistrust that often exists between labour and management. "Very few union bargaining committees are prepared to accept at face value the statements made by management over the bargaining table. The exceptions are where there is an active labour-management committee at work," he said.

Gordon Braniff, personnel manager at Collingwood Shipyards, pointed out that morale is always seriously affected when a new man walks in. "We should be open to change—ready to recognize that change in oneself is slow," he recommended.

Murray Cotterill, Canadian publicity director for the United Steelworkers of America, claimed that in some areas management still denies workers the right to organize into trade unions. He urged that a more active interest be shown toward labour-management committees by "top management above the personnel manager level."

One management spokesman, Harold Swanson of Silverwood Dairies, Woodstock, Ont., suggested that employee ideas be "given a whirl" even if management thinks they'll be too costly or won't work.

Charles Weir, Kitchener, bargaining committee chairman of the Canadian Brotherhood of Railway, Transport and General Workers, representing Public Utilities Commission transportation employees, reported PUC's labour-management committee had done away with much dissatisfaction.

On the subject of plant communications, Fred Thwaites, personnel manager of Somerville Industries Ltd., London, Ont., stated his company is a firm believer that "an informed employee is a better employee," and strongly recommended the use of LMCs as a two-way communications medium between labour and management.

Leonard Bruder of Kitchener, international representative of the United Rubber Workers of America, observed that the attitudes of union people are largely determined by management through the relations management has with its employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued four certificates designating bargaining agents, ordered two representation votes, rejected one application for certification, and granted one application for revocation of certification. During the month the Board received three applications for certification and two applications for revocation of certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees in various clerical and manual classifications employed by the Canadian National Railways, Montreal, Que. (L.G., Sept. 1962, p. 1033). The Order of Railroad Telegraphers, the Brotherhood of Maintenance of Way Employees and the International Longshoremen's Association had intervened. (See story below).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers employed by Rod Service (Ottawa) Limited, Ottawa, Ont. (L.G., Jan., p. 47).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Dolomite* by Law Quarries Transportation Limited, Port Colborne, Ont. (L.G., Jan., p. 47).

4. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Cloverdale Park Project in Pierrefonds, Que. (received during month).

Representation Votes Ordered

1. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698, applicant, and Compagnie Nationale Air France, Montreal, Que., respondent (reservations agents) (L.G., Jan., p. 46) (Returning Officer: R. L. Fournier).

2. P. G. Robertson, H. R. Douglas, *et al*, applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and International Association of Machinists, respondent. The Board ordered a vote following consideration of an application for revocation of certification affecting a unit of production planners (L.G., Jan., p. 47) (Returning Officer: R. L. Fournier).

Application for Certification Rejected

Taggart Employees Association, applicant, and Taggart Service Limited, Ottawa, Ont., and Inaerco Limited, Perth, Ont., respondents (L.G., Jan., p. 47). The application was rejected for the reason that the applicant failed to establish to the satisfaction of the Board that any of the employees affected were members in good standing in accordance with the provisions of Section 15 of the Board's Rules of Procedure. In the Board's view they had not paid on their own behalf the Association's application or admission fee in an amount at least equal to one month's dues.

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Gerald Franklyne, Eric Armstrong, *et al*, applicants, Tippet-Richardson (Ottawa) Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent (received during month).

Applications for Certification Received

1. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Cloverdale Park Project in Pierrefonds, Que. (Investigating Officer:

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

R. L. Fournier) (see "Applications for Certification Granted," above).

2. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of drivers and warehousemen employed by McClure Transport Ltd., Edmundston, N.B. (Investigating Officer: H. R. Pettigrove).

3. General Truck Drivers Local Union No. 879, General Truck Drivers Local Union No. 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Motorways (Ontario) Limited, Rexdale, Ont. (Investigating Officer: A. B. Whitfield).

Applications for Revocation Received

1. Gerald Franklyne, Eric Armstrong, *et al*, applicants, Tippet-Richardson (Ottawa) Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for the revocation of the certification issued by the Board on November 14, 1960, to the Canadian Brotherhood of Railway, Transport and General Workers in respect of a unit of employees of the company (L.G. 1961, p. 43) (see "Application for Revocation Granted," above).

2. Lucien Jarraud, Germaine Buteau, *et al*, applicants, CJMS Radio Montreal Limited (formerly La Bonne Chanson Inc.), respondent, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on October 7, 1955, in respect of a unit of employees of the company employed at Radio Station CJMS (L.G. 1955, p. 1382).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

CLRB Certifies Bargaining Agent for 19,900 CNR Clerks

The Canada Labour Relations Board on December 28 issued certification to the Canadian Brotherhood of Railway, Transport and General Workers as the bargaining agent for a unit of employees of the Canadian National Railways comprising clerical employees (including stenographers and operators of office equipment) and a wide variety of classifications of manual workers, located in all provinces except Newfoundland. The Board had held an all-day hearing of the case on November 14, after which it reserved judgment.

The application for certification affected one of the largest groups of workers ever involved in a representation case before the Canada Labour Relations Board since the inception of the Industrial Relations and Disputes Investigation Act in 1948. The case arose as a result of the extensive reorganization upon which the Canadian National Railways has embarked and is still engaged with a view to realigning its field management units into eighteen areas under five regional headquarters.

The Board's decision affected approximately 19,930 employees of the railway, most of whom were members of long standing in the applicant Brotherhood, and who had been represented in collective bargaining by the Brotherhood under four separate collective agreements.

The certification order gave to the applicant organization for the first time bargaining rights with respect to some 596 employees previously represented by the Order of Railroad Telegraphers, which union was an intervener in the proceedings. This group of employees were, generally speaking, employed in job classifications normally covered by collective agreements held by the Canadian Brotherhood of Railway, Transport and General Workers. This group, usually referred to as "assistants" in railroad parlance, consists mainly of clerks, cashiers, ticket clerks, assistant agents, shedmen, and the like, employed in small or medium-sized stations.

The Board's order, however, excluded from the Brotherhood's bargaining unit, among others, those employees on the entire CNR system who exercise train order skills and who handle telegraph message traffic, and who make up the main bulk of employees represented in collective bargaining by the Order of Railroad Telegraphers.

In addition, the newly created bargaining unit takes in some 456 employees not previously represented by any trade union.

Other intervening organizations in the proceedings were the Brotherhood of Maintenance of Way Employees and the International Longshoremen's Association. Evidence presented to the Board indicated that the CBRT application for certification did not affect the membership or bargaining rights of these two unions. Where clarification seemed necessary, however, the Board directed minor amendments in the wording of the description of the bargaining unit in order to remove possible areas of doubt.

In issuing the decision the Board told the parties that it wanted the officers of the Canadian Brotherhood of Railway, Transport and General Workers, the Order of Railroad Telegraphers and the Canadian National Railways to meet together and make every effort to implement the decision in a manner that would serve the best interests of the employees affected.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December 1962, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Capital Window Cleaners Limited (Halifax International Airport) and Local 506 of the Building Service Employees' International Union (Conciliation Officer: D. T. Cochrane).

2. Canadian National Hotels, Limited (Newfoundland Hotel, St. John's) and Local 779 of the Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: W. L. Taylor).

3. Alaska Cruise Lines, Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Northern Wings Limited, Sept-Iles, Que., and Lodge 767 of the International Association of Machinists (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 48).

2. National Harbours Board (Port Colborne Grain Elevator) and Port Colborne Grain Elevator Workers Union, Local 1015, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae) (L.G., Oct. 1962, p. 1149).

3. Viking Tugboat Co. Ltd., Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., July 1962, p. 835).

4. Vancouver Barge Transportation Limited and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie)(L.G., July 1962, p. 836).

Conciliation Board Appointed

The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (L.G., Oct. 1962, p. 1149).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in December 1962 to deal with a dispute between The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (see above) was fully constituted in December 1962 with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, R. V. Hicks, Q.C., of Toronto, and the Honourable A. W. Roebuck, Q.C., of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in November 1962 to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Jan., p. 48) was fully constituted in December 1962 with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, R. V. Hicks, Q.C., and C. H. Millard, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

Settlement Reached before Board Constituted

Pacific Western Airlines Limited, Vancouver, and Canadian Air Line Pilots Association (L.G., Oct. 1962, p. 1149).

Jamaica Becomes 105th ILO Member Country

Jamaica, which was admitted to the United Nations on September 18, 1962, became a member of the International Labour Organization late in December.

In a letter to David A. Morse, Director-General of the International Labour Office, Alexander Bustamente, Prime Minister and Minister of External Affairs of Jamaica, declared his government's formal acceptance of the obligations of the Constitution of the International Labour Organization. This is the only requirement for countries who are U.N. members.

The letter also stated that Jamaica remains bound by the obligations of 15 International Labour Conventions the provisions of which had previously been accepted on behalf of Jamaica by the United Kingdom. In addition, the Government of Jamaica undertakes to continue to apply all other Conventions previously ratified by the United Kingdom and whose provisions are fully applied in Jamaica.

The admission of Jamaica brings to 105 the number of ILO member countries.

CORRECTION—The item at the bottom of Column 2, page 1236 of the November 1962 number was not entirely correct. The unions that remain in the Brandon Union Group (not the "Brandon Hall Group" as stated) are a local of the Carpenters and two locals, plasterers and cement masons (not United Cement Workers' Union), of the Operative Plasterers' and Cement Masons' International Union.

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LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada upholds B.C. Labour Relations Board's certification of successor union. Manitoba Court of Appeal rules on effect of Section 46A of Manitoba Labour Relations Act. Saskatchewan appeal court upholds provincial certification order affecting company under contract to federal corporation

The Supreme Court of Canada, allowing an appeal from the British Columbia Court of Appeal, ruled that the Labour Relations Board had power under Section 65 (2) of the Labour Relations Act to vary a certification order by naming a successor union as a bargaining agent without compelling decertification and certification proceedings under Sections 10 and 12 of the Act.

In Manitoba, the Court of Appeal, in answering questions submitted by the Lieutenant-Governor in Council regarding Section 46A of the Manitoba Labour Relations Act, held that trade unions and employers' organizations would not be liable for damages for unauthorized or unsanctioned acts of their members in breach of the Act or a collective agreement. It would be open to the courts to determine, however, considering the facts and circumstances of each case, whether or not conduct in breach of the Act or a collective agreement was authorized, aided or abetted by an employers' organization or a trade union.

In Saskatchewan, the Court of Appeal upheld a certification order issued by the Saskatchewan Labour Relations Board regarding the employees of a company under contract to a federal Crown corporation, holding that, as the company's activities did not constitute an integral part of, or were necessarily incidental to, the work of the Crown corporation, they did not fall within the jurisdiction of the Canada Labour Relations Board under the I.R.D.I. Act.

Supreme Court of Canada...

...rules Board may vary certification order by substituting successor union as bargaining agent

On November 14, 1962, the Supreme Court of Canada, allowing an appeal from a judgment of the British Columbia Court of Appeal, held that under the B.C. Labour Relations Act the Labour Relations Board has power to substitute in a certification order a new union for unions which the former has succeeded in substance and interest.

In July 1952, nine locals of the Fruit and Vegetable Workers Union were certified for a unit employed by 23 employers in 30 plants in the fruit and vegetable packing industry in the Okanagan Valley. Later, the unions changed their name and merged with a new union—the B.C. Interior Fruit and Vegetable Workers Union, Local No. 1572. Then Local 1572 requested the Labour Relations Board to change the name in the certification order from locals of the old union to that of the new union. The application stated that the reason for application was "merger and change of name."

Regulation 9 (a), made under the authority of Section 63 of the Labour Relations Act, provides a procedure on applications to the Board under Section 65 (2) of the Act where a trade union desires a change of name on a certificate due to merger or other circumstances. The Board, being satisfied that the employees in the unit desired the requested change, issued, in May 1959, a "Variation of Certificate" order by which the certification order of July 1952 was varied by deleting the names "Fruit and Vegetable Workers Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11" and inserting in their place the name "B.C. Interior Fruit and Vegetable Workers Union, Local No. 1572."

Oliver Co-operative Growers Exchange, one of the companies involved, challenged the petition before the Board, contending that the petition involved not a mere change of name of a continuing entity, but the substitution of one entity for another as the bargaining representative for the unit; it submitted that this could be done only under

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Sections 10 and 12 of the Act by proceedings for decertification of the appointed entity and certification of the new. Later the company moved for a writ of *certiorari* to quash the varying order on the ground that the Board had acted without jurisdiction.

Mr. Justice Brown of the British Columbia Supreme Court dismissed the motion and upheld the Board's order on the ground that, under Section 65 (2), the Board had jurisdiction to vary a certificate by substituting one union for another without going through the process of decertification and certification under Sections 10 and 12 of the Act (L.G., Jan. 1962, p. 76).

On appeal, the British Columbia Court of Appeal, by a majority decision, quashed the Board's order and held that the sections of the Act dealing with certification were special provisions of mandatory character and, as such, the Board could not detract from them by using its general powers (L.G., July 1962, p. 859).

In the Supreme Court of Canada, Mr. Justice Judson, in his reasons for judgment, stated that the issue before the Court was to decide whether the Board had power to vary the certification order in question under Section 65 (2) of the Act, which reads:

> S. 65 (2). The Board may, upon the petition of any employer, employers' organization, trade union, or person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or revoke any such decision or order.

Further, Mr. Justice Judson noted that the majority in the Court of Appeal held that the Board's power under Section 65 (2) and Reg. 9 (a) was limited to the substitution of a new name for an old one and that the word "vary" in Section 65 (2) could not support the substitution of another union for that set out in a certificate of bargaining authority. That would amount to a new and different certification, a replacement of one union by another, a change that could be brought about only by following the procedure laid down by Sections 10 and 12. The decision of the Court of Appeal was that Local 1572, being a new union, should have applied for certification and not variation of an existing certificate and that variation of a certificate in the circumstances of this case was beyond the powers of the Board.

Also, Mr. Justice Judson noted that the judge of first instance and Mr. Justice Davey in the Court of Appeal were of a contrary opinion and held that the Board had jurisdiction under Section 65 (2) of the Act. And this, in his opinion, was the correct view to take of the Act.

The gist of the decision of Mr. Justice Davey, with which Mr. Justice Judson fully agreed, was that it was unnecessary to proceed under Sections 10 and 12 and that the certification procedures under these sections were appropriate when a union seeks initial certification or contending unions seek certification, but not in the case of a successor union resulting from a merger or reorganization. Further, Mr. Justice Davey held that Section 65 (2) conferred upon the Board an entirely independent power to vary or revoke a former order in appropriate circumstances and that this included power to deal with cases not specifically provided for by the Act and which were outside the ordinary operation of Sections 10 and 12.

In Mr. Justice Judson's opinion, this recognition of a plenary independent power of the Board under Section 65 (2) was supported by two prior decisions, that of Mr. Justice Clyne on the British Columbia Act in *In Re Hotel and Restaurant Employees' International Union* (L.G. 1954, p. 561), and that of Chief Justice McRuer and the Court of Appeal in *Reg. v. Ont. Labour Relations Board; Ex parte Genaire Ltd.*, (L.G. 1958, p. 1291 and L.G. 1959, p. 738), where the corresponding section of the Ontario Labour Relations Act was considered.

In his view, it was a very necessary power to enable the Board to do its work efficiently and the case under review afforded an illustration of the need for it. Employees in a certain industry, organized in nine locals, decided to combine in one local of a new union, performing the same function as the fragmented union and presenting a continuity of interest, property, management, representation and personnel. When the Board received an application by a successor union, no useful purpose would be served by compelling decertification proceedings for the nine old locals and an application for certification of the new local 1572 when all this could be done on notice to the interested parties under Section 65 (2). The essential problem before the Board was one of representation of a group of employees; Local 1572 was a new and different association of employees but it was a successor union. In the decision of the Board, there was no error in either fact or law on the face of the record. The matter was entirely for the Board's consideration within the exercise of its powers under Section 65 (2) of the Act.

Finally, Mr. Justice Judson did not accept a suggestion that Reg. 9 (a) was an attempt by the Board to extend its jurisdiction beyond the Act. Section 65 (2) gives the Board power to vary or revoke any decision

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or order. All that Reg. 9 (a) said was that the Board would consider the exercise of this power where "due to merger or other circumstances" a certified trade union changes its name from that which appears on the certificate. This, in Mr. Justice Judson's opinion, was not an attempt to legislate by way of regulation in a manner not authorized by the Act.

The Supreme Court, in a unanimous decision, set aside the judgment of the Court of Appeal, restored the judgment of the British Columbia Supreme Court, and upheld the validity of the Labour Relations Board's order varying the original order of certification. *Oliver Co-operative Growers Exchange v. Labour Relations Board and Okanagan Federated Shippers Association and B.C. Interior Fruit and Vegetable Workers Union, Local 1572,* (1962), 40 W.W.R., Part 6, p. 333.

Manitoba Court of Appeal...

...holds unions and employers' organizations not liable for damages for members' unauthorized acts

On October 19, 1962, in a reference under An Act for expediting the Decision of Constitutional and other Provincial Questions, the Manitoba Court of Appeal held that Section 46A (1) and (2) of the Manitoba Labour Relations Act does not impose liability for damages on an employers' organization or a trade union for unauthorized or unsanctioned conduct of its members in breach of the Act or a collective agreement.

In 1962, the Manitoba Legislature enacted Section 46A of the Labour Relations Act, but stipulated that it should only come into force on a day fixed by proclamation.*

The provisions of Section 46A are as follows:

S. 46 A (1) Any employers' organization, trade union, employer, employee, or person who,

(a) does, or authorizes, or aids or abets the doing of anything prohibited under this Act; or

(b) fails to do anything required to be done under this Act; or

(c) authorizes, or aids or abets in the failure to do anything required to be done under this Act;

is liable for general or special damages, or both, to anyone who is injured or suffers damage by the act or failure.

(2) A party to a collective agreement or any employer, employers' organization, or a trade union, that is bound by a collective agreement, who or which is in breach thereof, is liable for general or special damages, or both, and may be sued by any other party thereto or person bound thereby who is injured or suffers damage as a result of the breach.

(3) For the purposes of suing or being sued as permitted under this Act, employers' organizations and trade unions are legal entities capable of suing or being sued.

Pending proclamation of this section, the Lieutenant-Governor in Council submitted to the Court a reference concerning the interpretation of Section 46A.

The questions submitted to the Court were:

1. Does Subsection (1) of Section 46A . . . impose liability for damages on an employers' organization or trade union for the conduct of any member . . . which constitutes a breach of the said Act where such conduct was not authorized by the employers' organization or trade union or where the employers' organization or trade union did not aid or abet such conduct?
2. Does Subsection (2) of said Section 46A . . . impose liability on an employers' organization or trade union with respect to a breach of a collective agreement made pursuant to the said Act where such breach is committed by a member of the employers' organization or of a trade union without the sanction of the said employers' organization or trade union?

Mr. Justice Freedman, in his reasons for judgment, stressed the Court's difficult position in interpreting legislation which was not yet in force and in dealing with the questions in the abstract without a background of facts against which the legislation might be considered. He thought that the absence of facts was not a small matter, because whether or not a particular act or omission was "authorized" depended on the facts and circumstances of each case. The common law contains an extensive jurisprudence on the question of the liability of a principal for the act or omission of his agent. If the proposed legislation came into force, Mr. Justice Freedman added, there might well be cases in which controversy would exist as to whether some specific conduct of a member was "authorized" by an employers' organization or trade union, as the case might be. Such controversy would have to be resolved on the facts of each case, considered in the light of the legal principles applicable thereto. For that purpose, resort to the common law would be legitimate and the court would have to determine whether the conduct was or was not authorized.

However, question No. 1 as submitted to the Court assumed that all issues of fact or of law as to whether conduct was authorized by the principal or aided or abetted by it had already been resolved and answered in the negative.

That being so, the Court's answer was sought as to whether Subsection (1) of Section 46A imposed liability on an employers' organization or trade union in cases

*Section 46A was proclaimed in force February 1, 1963.

where the doing of the prohibited act was neither authorized by the employers' organization or trade union nor aided or abetted by it. In other words, the question simply asked the Court whether the statute meant what it said. In Mr. Justice Freedman's opinion, the statute meant what it said and, accordingly, in the circumstances defined by the question, there would be no liability on the employers' organization or trade union.

Mr. Justice Freedman observed that, when the question referred to the Court said that the conduct was not authorized, one was justified in assuming that neither was it ratified after the event. At common law, he added, a principal or master may sometimes be held liable for an "unauthorized" act of his agent or servant. Under Section 46A, however, vicarious liability on a principal—whether an employers' organization or a trade union—could arise only if the conduct was authorized by the principal or aided or abetted by it.

Further, Mr. Justice Freedman reiterated that if the section should come into force and a case under it should arise, it would be open to the court to determine on the facts whether the conduct was authorized by the employers' organization or trade union, or aided or abetted by it. If it found that to be the case, the court could then hold the employers' organization or trade union liable.

Regarding question No. 2, whether Section 46A (2) imposed liability on an employers' organization or trade union with respect to a breach of a collective agreement where such breach was committed by a member of the employers' organization or of a trade union without the sanction of the employers' organization or trade union, Mr. Justice Freedman was of the opinion that conduct which is unsanctioned by an employers' organization or trade union was the same as conduct which is neither authorized by an employers' organization nor aided or abetted by it, and the reasoning applicable to Question No. 1 applied to Question No. 2 as well.

Mr. Justice Freedman's answer to both questions was in the negative.

Mr. Justice Guy, in his reasons for judgment, noted that the significant portion of the new Section 46A is subsection (3), which makes trade unions and employers' organizations legal entities capable of suing or being sued. This status of a legal entity is only "For the purposes of suing or being sued as permitted under this Act . . ." which, in his opinion, was a more restricted status than that of a commercial corporation or comparable legal entity. Counsel for the Attorney-General and employers' associations argued that, given a legal entity, unless an act of a member is authorized, aided, abetted, or sanctioned, the trade union or employers' organization cannot be fixed with liability for damages.

Counsels for the labour councils expressed the hope that the Attorney-General's views were correct but they were concerned with the problems involved in the expressions: "does . . . anything prohibited under this Act . . . or fails to do anything required to be done under this Act." It was argued in this respect that a trade union, as such, is in its nature "amorphous" and it is difficult to state with definitive accuracy whether or not a member of a union is the servant or agent of the union. At common law a principal may, in some circumstances, be liable for the unauthorized act of the agent, and concern was voiced that, as a legal entity, a trade union at common law might find itself in the same position. Also, in the case of a master and servant relationship, a similar result might ensue.

Mr. Justice Guy was of the opinion that mere membership in a trade union does not, *per se,* make that member a servant or agent of the union any more than a shareholder in a corporation is automatically the servant or agent of the corporation for any particular purpose. Members of a union and shareholders of a corporation exist at all times, but the legal questions relating to master and servant, or principal or agent, do not arise unless circumstances are such that the relationship is created.

The "legal entity" established by Subsection (3) of Section 46A, Mr. Justice Guy continued, can do things only through servants or agents. Whether or not the relationship of master and servant or principal and agent exists is, of course, not subject to any inflexible rule but depends upon circumstances surrounding each particular case and, in his opinion, neither of these relationships was involved in the questions submitted. Further, he added that in his view the word "does" implied authorization, and a proper concept of the verb "to do," so far as the statute in question was concerned, embraced authorization, aiding, abetting, and sanctioning.

In Mr. Justice Guy's opinion, both questions submitted to the Court should be answered in the negative.

Finally, Mr. Justice Guy added that the word "authorization" meant "in fact authorized." Whether or not a union has authorized, aided, abetted, or sanctioned an act by one of its members or, by tacit agreement amounting to acquiescence, or

ratification, has done so, is always a question of fact for the unfettered consideration of the court in each case.

The Court unanimously answered both questions in the negative and held that trade unions and employers' organizations are not liable under Section 46A for damages for unauthorized or unsanctioned acts of their members in breach of the Labour Relations Act or a collective agreement. *Reference re Labour Relations Act, S. 46A*, (1962), 40 W.W.R., Part 6, p. 354.

Saskatchewan Court of Appeal...

...rules that company under contract to work for federal corporation not subject to I.R.D.I. Act

On July 13, 1962, the Saskatchewan Court of Appeal dismissed an application to quash a certification order issued by the Saskatchewan Labour Relations Board and held that the fact that a company was under contract to a Crown corporation declared to be a work for the general advantage of Canada, and hence exclusively under federal jurisdiction, was not of itself sufficient to bring its activities under federal jurisdiction. In the absence of any material showing that the company's activities constituted an integral part of or were necessarily incidental to the work of the Crown corporation, it could not be said that the provincial Labour Relations Board erred in assuming jurisdiction to certify the respondent union as bargaining agent.

Eldorado Mining and Refining Limited, a Crown corporation of the Dominion of Canada, operates a mining and drilling plant at Eldorado, Sask., for the purpose of producing, refining and treating uranium. The company was incorporated pursuant to the provisions of the Atomic Energy Control Act and, by Section 18 of the Act, was declared to be a work for the general advantage of Canada. Thus, by virtue of Section 92 (10) (c) of the B.N.A. Act, exclusive jurisdiction over the company rests with the Parliament of Canada and its labour-management relations are under the federal Industrial Relations and Disputes Investigation Act (Section 53 (g)).

Bachmeier Diamond and Percussion Drilling Co. Ltd., the appellant company, was under contract to Eldorado to do core and percussion drilling in the mine of Eldorado for the purpose of developing the known and exploring the unknown bodies of uranium ore.

Local 913 of the Beaverlodge District of Mine, Mill and Smelter Workers' Union applied to the Saskatchewan Labour Relations Board to be certified as the bargaining agent for the employees of the Bachmeier Diamond Company. The Board, in an order dated February 22, 1962, decided that diamond drillers, including runners and helpers employed by the company, constituted an appropriate unit of employees for the purpose of bargaining collectively and that the local union represented a majority of the employees in the unit, and ordered the company to bargain collectively with the union.

The company applied to the Court, in *certiorari* proceedings, to quash the certification order. The application was based on the grounds that the Saskatchewan Board was without jurisdiction to make the order because of the provisions of Sections 91 and 92 of the B.N.A. Act and because the work being done by the company had been declared to be work for the general advantage of Canada, and because of Section 53 (g) and other provisions of the Industrial Relations and Disputes Investigation Act.

The judgment of the Court was rendered by Mr. Justice Culliton, who noted that when the application for certification was made, the Saskatchewan Board had jurisdiction to determine whether the jurisdiction to certify the bargaining agent for the employees of the company lay with it or with the Board constituted by the I.R.D.I. Act. This was a decision, however, collateral to the merits of the application and upon which the Board's jurisdiction depended. That being so, Mr. Justice Culliton continued, the decision upon that preliminary question was open to review by a superior court, as the Board could not give itself jurisdiction by a wrong decision on this collateral matter. Moreover, in such review, the Court was entitled to look at the evidence taken before the Board and such additional evidence as it deemed relevant and admissible.

In Mr. Justice Culliton's view, if it could be said that the employees of the drilling company were employed upon or in connection with the operation of any work, undertaking or business of Eldorado Mining and Refining Limited, then jurisdiction to certify the union in question would rest with the Board constituted under the Dominion legislation and not with the Board constituted by the Saskatchewan Trade Union Act.

When the application for certification was made, the managing director of the drilling company contested the application, claiming that the operation of his company was under federal jurisdiction. He advised the Board that the work conducted by his company was underground diamond and percussion drilling under the direct supervision of the Eldorado Company. Later, in his affidavit before the Court, he elaborated on the

relationship of his company with Eldorado and referred to an agreement of December 13, 1961 between himself and the Eldorado Company by which he was required to do core and percussion drilling in the Eldorado mines for the purpose of developing and exploring bodies of uranium ore. Further, in the same agreement, he assigned with the approval of the Eldorado Company all his interest in the agreement to the drilling company in question.

After reviewing the available evidence, Mr. Justice Culliton held that the evidence established only that the drilling company was under contract to Eldorado to do core and percussion drilling in the mine of Eldorado. The fact that the company was under contract to Eldorado was not of itself sufficient to bring the activities of that company under federal jurisdiction.

To be subject to federal jurisdiction, the work of the company must form an integral part of or be necessarily incidental to the work, undertaking or business of Eldorado. This was made clear in the judgment of the Supreme Court of Canada in *Reference re Validity of Industrial Relations and Disputes Investigation Act* (L.G. 1955, p. 952). Consequently, the question before the Court was, did the evidence establish that the work of the company constituted an integral part of, or was necessarily incidental to the work, undertaking or business of, Eldorado?

In Mr. Justice Culliton's opinion, it did not. Eldorado Company was incorporated for the purpose of producing, refining and treating uranium ore. There was nothing in the evidence to show that diamond and percussion drilling done by the drilling company was either an integral part of, or necessarily incidental to, the producing, refining or treatment of uranium ore. On the evidence available, the work of the drilling company was not such as to bring it within the ambit of the federal legislation or to say that the Saskatchewan Board erred in its decision.

The Court dismissed the application to quash the Saskatchewan Labour Relations Board's certification order. *Bachmeier Diamond and Percussion Drilling Co. Ltd. v. Beaverlodge District of Mine, Mill and Smelter Workers' Local Union Number 913*, (1962), 35 D.L.R. (2d), Parts 3 and 4, p. 241.

Recent Regulations under Provincial Legislation

Ontario issues detailed safety rules for construction hoists; New Brunswick sets minimum rates for garment workers; Newfoundland lists designated trades

In Ontario, comprehensive regulations were issued under the Construction Hoists Act, 1960-61, prescribing the qualifications of inspectors, hoist operators and attendants, and laying down detailed safety standards for construction hoists.

In New Brunswick, a minimum wage order for the garment industry set a minimum wage of 60 cents an hour for experienced workers, and of 50 cents for employees with less than nine months experience in the industry.

Other regulations dealt with apprenticeable trades in Newfoundland, and with hours of office and shop employees in smaller places in Saskatchewan.

New Brunswick Minimum Wage Act

A recent order of the New Brunswick Minimum Wage Board set a minimum wage of 60 cents an hour for experienced garment workers, and of 50 cents for persons with less than nine months employment in the garment industry. Formerly, women in the industry were subject to the general minimum order for women, which sets a minimum rate of 60 cents an hour with no provision for learners' rates, and there was no minimum rate established for male workers.

The new order covers all work in connection with the manufacturing of wearing apparel except footwear and headgear.

The new minimum rates are based on a work week of 48 hours or less. Experienced workers must receive at least 90 cents an hour for all time worked in excess of 48 hours in a week. The minimum overtime rate for inexperienced garment workers is 75 cents an hour.

All employees in the garment industry must be paid at least twice a month.

The order went into effect on January 1, and will remain in force until January 1, 1964.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has declared the following as designated trades for the purposes of the Apprenticeship Act, 1962: auto body repairer; bricklayer and mason; bricklayer

and mason (pulp and paper mill); carpenter; carpenter (mining); carpenter (pulp and paper mill); diesel electric locomotive engineer (mining); diesel electric operating engineer; draftsman (pulp and paper mill).

General electrician; electrician (mining); electrician (power company); electrician (pulp and paper mill); electrician armature winder (mining); electrician linesman (mining); electrician—Harland drive (pulp and paper mill).

Forestry maintenance mechanic (pulp and paper mill); instrument mechanic (pulp and paper mill); joiner; linesman (power company); machinist; machinist (mining); machinist (power company); machinist (pulp and paper mill); maintenance mechanic (mining); maintenance mechanic (pulp and paper mill); millwright (pulp and paper mill); millwright (cement plant).

Motor vehicle repairer; motor vehicle—diesel repairer (mining); motor vehicle—diesel repairer (pulp and paper mill); operator (power company); painter (pulp and paper mill); patternmaker (pulp and paper mill).

Pipefitter (mining); pipefitter (pulp and paper mill); plumber; plumber—domestic and plant (mining); sheetmetal worker; sheetmetal worker (mining); sheetmetal worker (pulp and paper mill); stationary operating engineer; welder (mining); and welder—iron worker (pulp and paper mill).

Ontario Construction Hoists Act, 1960-61

Ontario's first general regulations under the Construction Hoists Act, 1960-61 (L.G. 1961, p. 1232), were gazetted December 1 as O. Reg. 311/62. They came into force December 11. This Act, proclaimed November 19, 1962 and amended in 1962, is the first provincial statute dealing exclusively with the safe operation of hoists used in the construction, alteration, maintenance or demolition of buildings and other structures.

The Act makes the Department of Labour responsible for inspection, with some assistance from municipal inspectors. It prohibits the installation or major alteration of a construction hoist without prior approval of the departmental inspectorate, including approval of drawings and specifications if the hoist is used for hoisting or lowering men.

A hoist must be inspected before it is put into operation, except that the Chief Inspector of the Elevator Inspection Branch may give permission for the temporary operation of a materials hoist until inspection. Semi-annual inspections are required thereafter.

No user of a construction hoist may permit it to be operated without a licence. Licences are valid for 12 months, unless suspended or cancelled by the Chief Inspector. There is provision for an appeal to the Minister from an inspector's direction, or from the refusal of the Chief Inspector to grant a licence.

The construction hoists regulations classify construction hoists as materials hoists and workmen's hoists, and prescribe the standards that must be observed with respect to their location, design, use, operation, maintenance, and construction. They lay down requirements as to the form and substance of the drawings and specifications that must be submitted for departmental approval, and requirements concerning notification to the Department of proposed installations and alterations.

The regulations prescribe the form and location of notices and markings that owners must keep in or about hoists; govern the conduct of persons in or about such hoists; provide for the issue, renewal, transfer and suspension of licences; and prescribe fees.

The qualifications required of persons who may be appointed as inspectors and of hoist operators and attendants, are also set out in the regulations.

The Chief Inspector may, on application, grant a hoist licence or permit the transfer of a licence, if he has no reason to believe that the hoist does not comply with the Act and the regulations, or that it will be operated in an unsafe manner, subject to certain additional conditions in regard to transfers.

Suspension of Hoist Licence

The Chief Inspector may suspend a hoist licence if he has reason to believe that: The hoist is being operated in contravention of the Act or regulations; a major alteration of the hoist has been started; the licensee is in arrears exceeding 14 days for any fee or other expense for which he is liable under the Act or regulations.

A licence may also be suspended if the user has (1) failed to comply with a notice or order of the inspector, (2) failed to keep posted the Chief Inspector's rules informing workmen and other employers of safe procedures for the operation of the hoist, or (3) has failed to supervise workmen and other employers to secure compliance with the Act and regulations.

Where the Chief Inspector suspends a licence, he must serve a notice on the licensee immediately, informing him of the reasons for, and the effective date of, the suspension. He must also provide the licensee with a transcript of the provisions of the regulations setting out the conditions under which the licence may be reinstated.

The licensee must then immediately return the licence to the Chief Inspector. A licence continues to be suspended until the Chief Inspector considers that the conditions resulting in the suspension have been remedied, and he makes a written order discontinuing the suspension; the licensee is entitled to a copy of this order.

Qualifications for Inspectors, Operators and Attendants

In setting out the qualifications for inspectors, the regulations specify a minimum age of 25 years for both Department of Labour and municipal inspectors. A candidate for appointment as a departmental inspector must be an engineer, or be able to show proof that he has had suitable training and experience in the design, construction, maintenance or inspection of construction hoists or similar equipment, to make him competent to perform his duties. He must obtain a mark of not less than 60 per cent in the prescribed examinations. A municipal inspector making inspections under the Act must, upon request, satisfy the Chief Inspector of his competency to carry out inspections.

Recognizing the importance of ensuring that competent workmen are in charge of hoist operations, the regulations prescribe the qualifications required for hoist operators and hoist attendants, and for persons learning these jobs. A minimum age of 19 years is established in each case.

The operator of a construction hoist for workmen must have a certificate of qualification to operate a hoisting plant under the Operating Engineers Act, if the driving unit is not controlled within the car or at each landing. When a certificate of qualification is not required, the operator must have had sufficient experience in operating a construction hoist to enable him to be aware of dangers, and to be competent to operate it safely.

The hoist operator is solely responsible for the safe operation of a hoist that cannot be controlled directly from the hoist car or landings. He is forbidden to operate the hoist when a landing or car gate is open. He must ensure daily, before operating the hoist, that it is safe to operate. He is also required to take measures to prevent the unauthorized use of the hoist if it is left unattended.

The responsibilities of a hoist attendant, too, are set out. If a workmen's hoist cannot be controlled from every landing and from the car, there must be an attendant in the car when it is carrying workmen. An attendant must also be stationed at a landing while materials are being loaded or unloaded there.

The attendant is responsible for the safety of movement of persons and materials to or from a hoist car at a landing. In addition, he must signal the hoist operator when a car may be safely moved, and ensure that all gates or doors are closed. He is forbidden to operate an overloaded hoist unless it is being tested.

General Specifications and Safety Rules

The provisions relating to drawings and specifications require certain general information to be submitted, in addition to the required specifications. In this respect, the drawings must provide the following details: name and address of the owner of the building or premises; the location where the hoist is to be installed or altered; name and address of the user of the hoist; name, address and qualifications of the person by whom the drawings were prepared; and the purpose and maximum capacity of the hoist.

Not less than three days before work is begun, the person who proposes to make an installation or a major alteration of a construction hoist, is required to give the Chief Inspector written notification of the time when the work will be started.

The user must display in the hoist, notices and markings stating its maximum capacity and other information as specified. Unless these are affixed, it is forbidden to use or operate the hoist.

The regulations lay down certain general requirements concerning the conduct of persons in or about a construction hoist. In this regard, no person may so conduct himself as to impair the safe operation of the hoist or endanger the safety of persons or materials being transported.

Another provision states that no person, except an inspector, a user or his mechanic who is making a test or repair, may remove, displace, interfere with, or damage any safety device in or about the hoist. If a safety device has been removed, displaced, interfered with or damaged, the hoist may not be operated except for inspection, testing or repair, until the device has been restored to good working order; the user, his mechanic, and the person inspecting, must ensure prior to the completion of this work, that no unauthorized person enters, uses or operates the hoist.

Safety Provisions Governing Mechanical Details

The regulations include a general safety provision requiring every construction hoist and its related equipment to be so designed, constructed and maintained as to ensure the safety of persons on or near it, and to

prevent it from travelling beyond, or deviating from, the safe limits of its fixed position or proper line of travel.

As regards specific safety standards for materials hoists, workmen's hoists and associated equipment, the regulations state requirements in connection with the machine (and apparatus for providing mechanical power for the hoist): its horsepower rating and the machine area; the hoist tower and overhead beams; the hoistway, hoistway gates and landing platforms; the hoist car; hoisting cables; signal system; and other matters.

The provisions relating to the machine specify, among other requirements, that its lifting capacity must be adequate; brakes must be capable of stopping and holding the car when loaded to 150 per cent of capacity, and, if the hoist is electrically powered, the brakes must apply automatically in case of power failure; anchorage must be secure; and gears and other hazardous components must be properly guarded.

The machine area must be adequate in size, have a substantial top to protect the operator, and be properly enclosed, located and lighted. The horsepower rating of the machine must be legibly shown on the power unit.

The hoist tower and main overhead beams must be of steel; and must safely support loads likely to be imposed upon them. The hoist tower must be on a safe, firm and level foundation, be plumb, and securely braced and guyed.

Provisions are laid down with respect to the enclosure of hoistways. A gate and landing platform must be provided at each entrance, according to specifications prescribed.

The hoist car must be designed using a factor of safety of five; it must safely support at least 50 pounds per square foot of car floor area; and be equipped with a safety device to stop and hold it if the means of suspension fails.

Electrical or mechanical means of signalling the hoist operator must be provided at each landing. The code of signals to be used for this purpose is incorporated in the regulations.

Other requirements specify that the machine area, tower landings and pit must be kept free of building materials, debris, and equipment not required for the hoist. Flammable fuel must be dispensed in safety containers and stored away from the hoist.

The regulations applicable to workmen's hoists include nearly all of the provisions pertaining to materials hoists. In addition, however, special provisions, applying more stringent safety requirements than for materials hoists, are set out with respect to: cables, car safety devices and gates, power unit, control of car movement, hoisting doors and gates, pit clearance, terminal and final limit switches, buffers and other matters.

The provisions governing materials hoists, where applicable, also apply to concrete bucket hoists. The requirements concerning tower booms specify that the boom and its associated equipment must be of safe design and construction, and must be operated safely by a competent person.

Several provisions relate to the manner in which construction hoists are to be used, operated and maintained. One of them imposes an obligation on the user to inspect and test the hoist before use, and also to do this periodically. Every landing gate must be kept closed unless the car is being loaded or unloaded. A workman may not be transported on a workmen's hoist while material other than hand tools or small objects is being transported on the hoist.

Ontario Workmen's Compensation Act

New regulations under the Ontario Workmen's Compensation Act, amending the schedule of industries subject to the collective liability provisions of the Act, were gazetted as O. Reg. 328/62 on December 22, and went into force on January 1.

New industries added to the schedule included: auto upholstering; diving; the installation or erection of reinforcing steel; the business of supplying labour (clerical employees and other types of labour); and building caretaking and janitorial service.

Another new provision states that when a firm is created for the purpose of carrying out a service, including clerical, accounting, engineering or management services that would normally be an integral part of an industry or business subject to the Act, the service firm will now be classified and rated the same as the business for which the service is performed. If more than one rate of assessment is involved, the payroll of the service firm will be apportioned *pro rata* at the different appropriate rates.

Saskatchewan Hours of Work Act

The orders under the Saskatchewan Hours of Work Act, exempting offices and shops in the smaller centres from the provision requiring the payment of overtime after 8 hours in a day and 44 hours in a week, were revised to reduce the regular work week to 44 hours in 17 additional towns.

The new order for office workers (O.C. 2031/62), permits office workers in centres outside the cities and 72 listed towns and villages and a five-mile radius of them, to work up to 48 hours in a week at straight-time rates. As a result of changes in the list, workers in the 17 places not previously listed must now be paid overtime after 44 hours in a week instead of after 48 hours.

A similar change was made in the new exemption order for shops (2032/62). As before, the 8-hour-day, 44-hour-week standard applies only to shops in cities with a population of over 10,000 and within a five-mile radius of them.

In the smaller cities and in 72 listed towns and villages (17 more than formerly), employees in shops may work up to 11 hours on any one day in the week at straight-time rates, but must be paid overtime for time worked in excess of 8 hours on any other day and for all hours in excess of 44 in the week. Where the total of the daily excesses and the weekly excess differ, the overtime rate is to be paid in respect of the greater excess.

Shop employees in places other than the small cities and 72 listed towns and villages, may work up to 48 hours in a week at straight-time rates.

Oil truckers other than those engaged in long-distance trucking are again excluded from the exemption order for shop employees. An earlier exemption order (1207/55) provides that, in the case of such employees, overtime in excess of 44 hours in the busy season may be offset in the slack season.

As before, both new orders provide that in any week in which a public holiday occurs, the weekly standard for overtime purposes is to be reduced by eight hours, and no account is to be taken of any time that an employee may have been required to work or be at the disposal of his employer on the holiday.

Facing Facts in Labour Relations

(*Continued from page 128*)

There had been particular disputes in which conciliation or mediation had failed, and governments, representing the community, had imposed compulsory arbitration in the interest of the public. Such intervention had been rare, he said, and "in a free society the power to force compulsory settlement must be used with great discretion."

Nevertheless, we have to accept the principle that where the interests of the parties conflict with the over-all interests of the community, it is the interests of the community which should prevail. And this principle must govern in any area where the welfare or the safety of the community may be injuriously affected by the conduct of organized interests, be they doctors or hod-carriers.

It had been suggested from time to time that our society has reached a stage of development in which strikes and lockouts have become obsolete. "I am afraid that this is an example of both over-simplification and over-optimism," Mr. Goldenberg said.

There was no doubt that the use of the strike weapon would continue to be affected by social and economic changes. Change in our society has reduced some of the causes of tension in industrial relations but "we cannot conclude that it has eliminated them; in fact, change has created new tensions."

Because of increasing automation and other technological changes in industry, men trained in particular skills, which they expected to use their whole working life, may find, at an age when they cannot be retrained or obtain new employment, that their skills are no longer required. "We find here the raw material of conflict."

Call for Co-operation

The human consequences of economic and technological changes are now, therefore, matters of major concern to governments and in labour-management relations. "It is clear that these problems call at the outset for close co-operation between management and labour."

I am confident that in this day and age no responsible management will take steps vitally affecting its working force before consulting its representatives. Without responsibility on one side, there will not be responsibility on the other! I suggest that it would promote responsibility if, instead of meeting only as opponents in collective bargaining negotiations or on grievances, the representatives of management and unions would meet more regularly to discuss matters of mutual concern affecting the industry.

Such discussions would give recognition to the fact that their mutual interests extend beyond the issues of wages, hours and working conditions . . . In this way they could learn to understand each other and their respective problems, which is essential if mutual confidence is to replace mutual suspicion. This would be a mark of responsibility—and the public has a right to demand responsibility from both sides.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at end of November higher by 53 per cent than that at end of October, 3 per cent lower than at end of November 1961, statistics* show

Claimants for unemployment insurance benefit numbered 374,200 on November 30. This figure was 53 per cent higher than the total of 244,100 at the end of October, but about 3 per cent less than the 386,000 reported on November 30, 1961.

Male claimants increased by 110,000 during November, and female claimants by about 20,000. The preponderence of males is accounted for mainly by the usual reduction in outside work at this time of the year. The reduction in numbers from the previous year occurred among males only.

Some 12,000 of the November claimants were classified under seasonal benefit; in November 1961 some 15,000 were so classified.

Initial and Renewal Claims

Initial and renewal claims filed in November numbered 243,600, nearly 95,000 more than in October but 9,000 fewer than in November 1961.

Of the 175,500 initial claims filed during November, some 161,000, or 90 per cent, were separations from employment during the month. The remaining 15,000 claims were made by claimants who had exhausted benefit and were seeking re-establishment of credits.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in November was estimated at 189,000, compared with 152,900 in October and 209,800 in November 1961.

Payments during the month amounted to $18,900,000, compared with $15,800,000 in October and $20,900,000 in November 1961.

The average weekly payment was $23.85 in November, $23.42 in October and $23.76 in November 1961.

* *See* Tables E-1 to E-4, p. 183.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Insurance Registrations

Reports for November showed that insurance books or contribution cards had been issued to 4,855,176 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At November 30, registered employers numbered 338,837, an increase of 1,593 since October 31.

Enforcement Statistics

During November, 9,939 investigations were conducted by enforcement officers across Canada. Of these, 6,413 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 278 were miscellaneous investigations. The remaining 3,248 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 285 cases, 52 against employers and 233 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,626.*

* These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled $29,588,260.44, compared with $30,065,935.05 in October and $29,684,645.04 in November 1961.

Benefits paid in November totalled $18,933,672.63, compared with $15,753,718.61 in October and $20,938,332.74 in November 1961.

The balance in the Fund on November 30 was $100,583,175.19; on October 31 it was $89,928,587.38 and on November 31, 1961 it was $163,483,393.73.

Monthly Report on Operations of the National Employment Service

Vacancies notified by employers to national employment offices continued to decline seasonally in December, although the total was about the same as in December 1961. Some 98,700 vacancies were notified in December, compared with 130,700 in the preceding month and 99,400 a year earlier. Vacancies for women, at 40,500, were 11.1 per cent higher than a year earlier but vacancies for men declined by 7.4 per cent to a total of 58,200.

In December 1962, some 97,000 placements were made, an increase of 0.7 per cent over the same month last year, the smallest year-to-year rate of increase to be recorded since early 1961. Placements of men decreased from December 1961 by 6.0 per cent to 57,500, although placements of women increased by 12.3 per cent.

Some 2,600 of the placements effected in December involved the movement of workers from one local office area to another. Although slightly higher than that a year earlier, this total of transfers was substantially smaller than that in November, indicating a seasonal reduction in local shortages of labour.

Only the two largest regions continued to record year-to-year increases in placements. Percentage changes over December a year ago, by regions, were as follows:

Atlantic	−22.5
Quebec	+ 7.7
Ontario	+12.3
Prairie	−11.5
Pacific	− 4.5

Cumulative totals for the calendar year 1962 show an outstanding record in volume of employment activity, despite some reductions toward the end of the year. Employers notified NES offices of some 1,555,000 vacancies, and 1,336,000 of these vacancies resulted in placements. Some 73,000, or 5.5 per cent of these placements required the movement of workers between local office areas. Each of these totals represents a postwar record in employment activity, indicating a highly active labour market during most of the year.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2078, November 28, 1962

(*Translation*)

Summary of the Main Facts: The claimant filed an initial application for benefit on December 27, 1961, and registered for employment as a mechanical shovel operator. He stated that he had last worked as a tractor operator from April 17 to December 21, 1961. The claim was allowed as of December 17, 1961.

On March 28, 1962, he reported to the local office that he had been working as a driver of a school bus. He worked about 1½ hours in the morning and 1½ hours in the evening. He stated that the job was only temporary, because if he found regular work, "I would leave this job."

At the same time he told the local office that his doctor had told him that "it would be advisable for me to undergo a surgical operation." When he went to hospital he would have to give up his bus driver's job for about two weeks, he said.

As the claimant met the conditions of Regulation 155 (4) since he was not working the full working week, the insurance officer decided that he was unemployed within the meaning of sections 54 (1) and 57 (1) of the Act. The claimant's earnings were not deducted from his benefit since they were less than the $17 a week to which he was entitled under section 56 of the Act.

The claimant wrote to the local office that he had, on the morning of April 2, 1962, completed his usual trips at the opening of the school and that he would go into hospital at 4 o'clock in the afternoon to undergo surgery. The doctor who examined the claimant certified that the operation was scheduled for April 9 and that he would be incapable of resuming his employment before the end of the month.

On April 16, the insurance officer disqualified the claimant from receiving benefit as from April 2 because he had lost his employment by reason of illness (sections 54 (2) (a) and 66 of the Act).

On May 1 the claimant appealed to the board of referees. In his appeal he pointed out that he had been receiving unemployment insurance since January 3, had to have an operation on April 2, and that his benefit was suspended "because I was earning $15 a week as a school bus driver," although "they told me that I was entitled to earn this amount over and above my unemployment insurance . . ."

The board of referees heard the appeal on July 4. The claimant was not present nor represented at the hearing.

The unanimous decision of the board reads, in part:

. . . In the board's opinion, the record shows that the claimant took advantage of his period of unemployment to undergo treatment and care and this did not come, under the circumstances, within the purview of section 66, since he was unemployed, was already receiving benefit and could have remained idle instead of working three hours each day in employment other than in his usual occupation. In addition the illness from which he was suffering and which did not hinder him from working is a chronic illness that is often met with in the majority of men in his occupation.

Consequently, the board of referees, composed of its chairman, the employers' representative and the employees' representative, unanimously allow the claimant's appeal and reject the insurance officer's decision.

On August 20 the insurance officer appealed to the Umpire. In his reasons for appeal he said, among other things:

It is granted that the claimant fulfilled the first part of section 66 of the Act, that is that he had become entitled to receive benefit at the time when he became unable to work due to illness. In addition, it is granted that his part-time work in no way affected his right to receive benefit. However, he nevertheless seems to be disqualified from receiving benefit by reason of the last part of section 66 of the Act since he, in fact, lost his job or ceased to work because of illness.

Considerations and Conclusions: Section 66 of the Act is an exceptional disposition; it must, consequently, be strictly interpreted. Consequently, the word "to work" in the expression "ceased to work" must, in the absence of any explicit clause to restrict or otherwise modify it, be understood in its ordinary sense of to devote oneself to a remunerative occupation, whatever be the nature and duration of that occupation.

According to the evidence, the claimant worked in the ordinary sense of the word on the morning of April 2, 1962, and if he did not do so in the afternoon of the same day, it is solely by reason of illness. Therefore, the insurance officer was right in disqualifying the claimant from receiving benefit under section 54 (2) (a) of the Act.

I consequently decide to allow the insurance officer's appeal.

Decision CUB 2085, November 30, 1962

Summary of the Main Facts: The claimant, a married woman, filed an initial application for benefit on March 16, 1962. She stated in the application that she had worked as a marker for a laundry and dry cleaning establishment at $78 a week from June 1957 to March 7, 1962. The claim was allowed at the rate of a person without dependant.

On May 24 she applied for the dependency rate of benefit in respect of her nine-year-old daughter. In answer to questions on the application form she said she had to support this dependant because her husband was out of work and had exhausted his unemployment benefits, that she expected "to support her as long as I am able to," and that she had done so "all the time when I was working." She said also that no one else was contributing to the dependant's support.

In answer to questions by the NES local office in a letter dated May 25, she said her husband had claimed her daughter for income tax purposes for 1961, that he had claimed her as his dependant when he was on unemployment insurance benefit, and that he ceased to collect his benefit on May 18, 1962.

On May 29, 1962, the insurance officer notified the claimant that, on the information which had been presented, she was not entitled to the dependency rate of benefit, on the ground that she had failed to prove that she was wholly or mainly maintaining the person for whom she claimed the dependency rate (section 47 (3) of the Act and Regulation 168).

The claimant appealed to a board of referees on June 5, 1962, and said:

. . . I feel that I should be able to claim my daughter as a dependant as she is wholly maintained by me. As I stated in the previous form which I filled in that I was going to keep my daughter as long as I could and since my husband is no longer receiving his benefits, and has not been receiving any since the middle of May, I feel that I should definitely be able to claim my daughter as a dependant.

When my husband obtains a steady position and [is] able to support our daughter, then I will notify you and have her as his dependant . . .

In a letter received with her appeal, she stated: "My reason for appeal is because my husband is not working and his unemployment insurance has run out, and he is not drawing any other income, and I am not able to keep her on my $21.00 per week, and that is the reason I am claiming her . . ."

The board of referees heard the case on June 27. The claimant was accompanied at the hearing by the secretary-treasurer of the local of the Laundry, Dry Cleaning & Dye House Workers' International Union of which she was a member.

The unanimous decision of the board reads:

Reviewing the evidence in the submission and the jurisprudence in CUB 1048, which is relevant to this case and has a direct application to the merits of this appeal, and which has been referred to the Board for guidance, we can do no other than agree with the decision of the insurance officer. The Board disallows the appeal and the dependency rate is not approved as stated in the insurance officer's reasons.

On August 2 the union appealed to the Umpire, stating that at the time the claimant was laid off her husband was unemployed and had used up his insurance benefits by May 18. While he was entitled to benefits he had claimed the daughter as a dependant; he had also claimed her as a dependant for 1961 income tax purposes.

From May 18, however, the union said, the family's only income was the $21 a week that the claimant was receiving in unemployment benefits. She found it impossible to support the family on this amount and, therefore, wished to claim her daughter as a dependant.

The union then stated:

Section 47 (3) states that for the purpose of this Section

(a) Person with a dependant is
  (II) a married woman who has a husband dependent on her;
  (III) a person who maintains solely or mainly one or more children under the age of 16 years.
(b) A child means a child of the insured person;
(c) A person who does not reside in Canada is not a dependant, except as prescribed by the regulations made by the Commission.

The submission of [the claimant] is therefore that she is entitled to claim her child as a dependant since she is a person, who, according to subsection (III), maintains wholly or mainly one child under the age of 16 years and that child does not reside outside of Canada.

It is therefore submitted that as the words of this subsection are clear and unequivocal, as of May 18, 1962, [the claimant] was maintaining wholly a child under the age of 16 years. It is submitted further that the only test is whether or not the person claiming was maintaining wholly or mainly a dependant at the time the unemployment insurance benefit is claimed, and not whether that person has claimed for a dependant prior to that time. The test applied by the Court of Referees appears to have been that there has to be continuity of a relationship of dependency so as to ensure the genuineness of such a relationship. We submit that this is an incorrect principle for determining the issue of dependency. The Act does not qualify dependency in any way and it cannot be implied from the clear words of the Statute. There is no condition that the dependency need exist prior to the claim.

For this principle, may we refer you to the quotation of Lord Atkinson, cited in the case of *Victoria v. Bishop of Vancouver Island, 1921, 3 WWR. 214:*

"In the construction of statutes their words must be *interpreted in their ordinary grammatical sense* unless there be something in the context or in the object of the statute in which they occur, or in the circumstances with reference to which they are used in a special sense, different from their ordinary grammatical sense."

The above canon of construction has been followed again and again and has been called the Golden Rule for the interpretation of Statutes (per Perdue, J. A.). The *"ordinary grammatical sense"* of S 47 (3) (III) does not allow for the addition of the words "and who has maintained solely or mainly one or more children prior to the making of the claim for benefits."

What has happened prior to the claim is entirely irrelevant. The only question for the Board of Referees to concern themselves with is the question of whether at the time of the claim, the person claiming for the dependant is the person maintaining wholly or mainly a child: that is to say, the Board need only ask "who at the time of the claim is the actual breadwinner of the family?"

Indeed, to argue that the person claiming for a dependant must be the person who has always claimed for the dependant is to add to the statute not only a qualification unjustified in law, but also one inconsistent with the facts of married life. To argue that continuity is necessary in order to claim dependency rates is to propound the fallacy "once a breadwinner, always a breadwinner." This is clearly an unrealistic view of married life. In these days of heavy unemployment, it is sometimes the husband who is the chief breadwinner and sometimes it is the wife . . . When the wife is the sole provider for the family, then she is entitled to claim for her dependants also, and surely this must have been the real intention behind the legislation.

We therefore ask you to reject the decision of the Board of Referees and allow [the claimant's] appeal . . .

Considerations and Conclusions: The only question before me for decision in the present case is whether or not the claimant has shown that, as from Sunday, May 20,

(*Continued on page 166*)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 71 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 85 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 57 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Ltd and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Ltd	3	$ 15,000.00
Defence Production	88	1,016,766.00
Post Office	2	18,580.00
Royal Canadian Mounted Police	1	5,379.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of $978.90 was collected from one contractor for wage arrears due his employees as a result of his failure to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of his contract. This amount is for distribution to the 39 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

Atomic Energy of Canada Limited

Chalk River Ont: Rusco Ottawa Ltd, installation of windows, 2nd north extension, Metallurgy Bldg 465.

Central Mortgage and Housing Corporation

New Glasgow N S: Maritime Mechanical Construction, rewiring of 24 houses (Project 2/48). *Pinawa Man:* Louis Ducharme & Associates Ltd, construction of hostel (Job 29); Imperial Construction Co Ltd, construction of 34 row housing units (Job 31). *Winnipeg Man:* Imperial Construction Co Ltd, construction of 165 housing units (FP 1/61).

In addition, this Corporation awarded 15 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Edmonton Indian Agency Alta: Thomas Koziak, installation of plumbing facilities, sewer & water services & structural alterations in 12 houses, Stony Plain Reserve. *Kamloops Indian Agency B C:* McKinnon Plumbing & Heating Ltd, replacement of hot water boiler & storage tank, Kamloops IRS.

Defence Construction (1951) Limited

Summerside P E I: Eastern Woodworkers Ltd, construction of addition to armament bldg, RCAF Station. *Cornwallis N S:* Joseph Downey & Son, interior painting of 107 PMQs, HMCS *Cornwallis;* Chas Dargie & Son Ltd, installation of asbestos tile in Bldg 20, HMCS *Cornwallis. Dartmouth N S:* Joseph Downey & Son, interior painting of various apartments, Shannon Park Married Quarters. *Chatham N B:* Marrithew Construction Ltd, clearing & grubbing, RCAF Station; Melvin J Hayes, construction of roadwork, carpentry, etc, for liquid gaseous oxygen storage bldg, RCAF Station. *La Salle Que:* Morin & Plante Co Ltd, re-roofing of Bldg 6, HMCS *Hochelaga. St Jean Que:* Lloyd Construction Ltd, extension to central heating plant, RCAF Station; Dickson-Larkey Ltd, installation of underground steam distribution system, RCAF Station. *Valcartier Que:* St Lawrence Construction Ltd, extension to waterworks system, CARDE. *Shirley Bay Ont:* Cribb Construction Co Ltd, modification to electrical standby power distribution system, DRB. *Frobisher Bay N W T:* Whelpton Electric Ltd, supply & erection of antennae masts at RCN Receiving Site.

Building and Maintenance

Kitchener Ont: F W Hill & Co, alterations to existing bldg for Victoria St Armoury.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Dartmouth N S: A B C Construction Ltd, exterior repairs & installation of asbestos wall shingles, Bldg No 9, RCN Armament Depot. *Shearwater N S:* Webb Engineering Ltd, replacement of steam & return lines for Bldg No 21, RCN Air Station. *Esquimalt B C:* Futcher & Helgesen Ltd, erection of security fence, Munro Head; Steel-Bilt Contractors Ltd, supply & erection of prefabricated bldg at Pacific Naval Laboratory, HMC Dockyard.

In addition, this Department awarded 16 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded five contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Walsh-Rivermont, construction of overflow to Montreal Aqueduct Canal, Section 1A, Champlain Bridge.

Department of Northern Affairs and National Resources

Enterprise & Rae N W T: Tim's Garage, construction of roads. *Fort Providence N W T:* Territorial Expeditors Ltd, construction of road. *Fort Smith N W T:* Fort Smith Construction, construction of fire hall. *Yellowknife N W T:* O I Johnson Construction Ltd, construction of liquor administration office.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Post Office Department

This Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Laurenceton Nfld: Gid Sacrey Ltd, wharf repairs. *St John's Nfld:* William Jacobs Ltd, harbour improvements (South Side Road). *Summerside P E I:* H J Phillips & Son, harbour improvements. *Big Bras D'Or N S:* MacDonald & MacKeigan, wharf repairs. *Church Point N S:* C J Thibodeau, construction of post office bldg. *Halifax N S:* The Foundation Co of Canada Ltd, repairs to Jetty 1, HMC Dockyard. *Middle Point Cove N S:* Naugle's Sand & Gravel Co Ltd, breakwater repairs. *Ste Marie-sur-Mer N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Baie Comeau Que:* Manik Construction Co Ltd, wharf repairs. *Hebertville Station Que:* Jean Paul Larouche, construction of post office bldg. *Luceville Que:* Fernando Belanger, construction of post office bldg. *Montreal Que:* Prieur Entreprises Inc, installation of mechanical doors, postal terminal bldg, 715 Windsor St. *Mont Rolland Que:* Lionel Constantineau, construction of post office bldg. *Pont Rouge Que:* Les Entreprises Jean R Denoncourt Enrg, construction of post office bldg. *St Agapit Que:* Les Entreprises Jean R Denoncourt Enrg, construction of post office bldg. *Ste Croix Que:* Henri Garneau, construction of post office bldg. *St Jean de Dieu Que:* Paul Malenfant, construction of post office bldg. *Arnprior Ont:* A Oelsner & Son, interior & exterior painting, Civil Defence College; Stanley Sulphur Construction Co Ltd, alterations to five bldgs & hangar No 2, Civil Defence College. *Ottawa Ont:* Angus Robertson Ltd, construction of new administration bldg, National Research Council, Montreal Road. *between Ottawa Ont and Hull Que:* Dufresne Engineering Co Ltd, construction of MacDonald-Cartier Bridge. *Tottenham Ont:* Winson Construction Ltd, construction of post office bldg. *Winnipeg Man:* Safeway Electric Co Ltd, additions & alterations to lighting, 3rd & 4th floors, general post office bldg. *Shellbrook Sask:* W C Wells Construction Co Ltd, construction of federal bldg. *Andrew Alta:* Briden Construction Ltd, construction of post office bldg. *Evansburg Alta:* McLeod Mercantile Ltd, construction of post office bldg. *Brentwood Bay B C:* E J Hunter & Sons, construction of post office bldg. *Chemainus B C:* Harbour Pile Driving, approach renewal. *Kaslo B C:* Williscroft Construction Ltd, construction of post office bldg. *Fort Mann B C:* Greenlees Piledriving Co Ltd, float renewal. *Prince Rupert (Fairview Bay) B C:* Universal Electric (Division of Univex Electrical Construction & Engineering Ltd), electrical installation, Ferry Terminal. *Shoal Harbour B C:* Victoria Pile Driving Co Ltd, construction of fishermen's harbour.

Snug Cove B C: Fraser River Pile Driving Co Ltd, float renewal. *Sourdough Bay B C:* Northwest Construction Ltd, construction of storage bldg for Department of Fisheries. *Ucluelet B C:* Tom Gibson Contracting, approach & float renewal. *Winfield B C:* Lang Construction Ltd, construction of post office bldg.

In addition, this Department awarded 17 contracts containing the General Fair Wages Clause.

Department of Transport

Channel Head Nfld: J J Hussey Ltd, construction of dwelling & demolition of existing dwelling. *St John's (Torbay) Nfld:* Davis Construction Ltd, installation of heating system for elevated water tank. *Halifax N S:* Steen Mechanical Contractors Ltd, plumbing, heating, ventilation, roof deck covering & related work, Air Terminal Bldg, International Airport. *Sydney N S:* Tidewater Construction Co Ltd, widening taxiway No 3 & sand seal portions of runways 07-25. *Dorval Que:* The Foundation Co of Canada Ltd, miscellaneous general works in main Air Terminal Bldg & air conditioning equipment for fingers, tunnels & aeroquay & related works, Montreal International Airport; Canadian Pittsburg Industries Ltd, permanently sealing of windows, strengthening of frames & replacement of weather stripping, Air Terminal Bldg, Montreal International Airport. *Quebec Que:* Adrien Hebert Ltee, revision to baggage handling facilities, Air Terminal Bldg. *St Mary's Island Que:* Landry Construction Inc, construction of dwelling & power house & demolition of existing dwelling. *near Amherstburg Ont:* Ranta Enterprises (Amherstburg) Ltd, construction of two landings for Pier Lights "F" & "G", Detroit River. *Caribou Island Ont:* George Stone & Sons Ltd, construction of dwelling & demolition of existing dwelling. *Michipicoten Island Ont:* George Stone & Sons Ltd, construction of bungalow at East End. *near Newboro Ont:* Rothwell-Perrin Lumber Ltd, construction of bungalow for lockmaster, Narrows Lockstation, Rideau Canal. *Sarnia Ont:* Docherty & Whelpton Construction Co, modification of remote transmitter bldg. *Uplands Ont:* T P Crawford Ltd, installation of air conditioning on second & third floors, Air Terminal Bldg, Ottawa Airport. *Windsor Ont:* Whelpton Electric Ltd, construction of garage, firehall & related work. *Penticton B C:* Gilmour Construction & Engineering Co Ltd, construction of duct & pullpit system & related work. *Pitt Meadows B C:* Hanssen Construction Co Ltd, construction of garage, airport services bldg & related work. *Tofino B C:* Tom Gibson Contracting, replacing bridge on Airport road. *White Rock B C:* Brockbank & Hemingway Ltd, construction of non-directional beacon bldg & related work. *Yellowknife N W T:* Solar Construction Co Ltd, construction of water & sewer services for terminal bldg at Airport.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Decisions of the Umpire

(*Continued from page 159*)

1962, she, and not her husband, was the person who was maintaining wholly or mainly their nine-year-old daughter.

In CUB 1260, which is a more recent decision than CUB 1048, the Umpire ruled that "the rate of benefit applicable to the dependency or single status is subject to fluctuation according to the factors present at any given time."

The factors present at the time the claimant applied for the dependency rate of benefit in the instant case can be summed up as follows: (a) the claimant was the breadwinner of the family, and (b) her husband was in receipt of no income whatsoever.

In view of the foregoing, I consider that the claimant has shown that she was entitled to the dependency rate of benefit as from May 20, 1962.

I consequently decide to allow the union's appeal.

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1963

The consumer price index (1949=100) edged up 0.1 per cent, from 131.9 to 132.0, between December and January.* Increases in the food, housing and recreation and reading indexes outweighed decreases in the clothing and transportation indexes. The health and personal care, and tobacco and alcohol indexes were unchanged.

The consumer price index for January 1962 was 129.7.

The food index rose 0.9 per cent, from 127.8 to 129.0, as a result of price increases on a wide range of items, including bread, sugar, citrus fruits, bananas, frozen orange juice and imported fresh vegetables. Beef and pork prices continued to decline for the third successive month, after their October 1962 peaks. Lower prices were reported also for eggs, turkey and canned vegetables.

The housing index increased 0.1 per cent, from 135.7 to 135.9. The shelter component rose 0.2 per cent but the household operation index was unchanged. In shelter, rents were unchanged but the home-ownership index increased. In household operation, lower prices for appliances, floor coverings and textiles balanced price increases for furniture, utensils and equipment, and household supplies.

The clothing index declined 0.9 per cent, from 115.8 to 114.7, reflecting widespread January sales for all clothing groups, particularly men's overcoats and suits, women's fur and cloth coats and children's winter coats.

The transportation index declined 0.3 per cent, from 140.2 to 139.8, as a result of further price decreases for gasoline in eastern Canada and somewhat lower prices for new passenger cars. The local transportation index was up slightly as a result of bus fare increases in one city.

The recreation and reading index increased 0.3 per cent, from 148.2 to 148.6. Higher prices for television sets and phonograph records moved the recreation component and a price increase for newspapers in one city caused a fractional rise in the reading component.

The health and personal care, and tobacco and alcohol indexes were unchanged at 159.8 and 117.8 respectively.

* *See* Table F-1, p. 186.

City Consumer Price Indexes, December 1962

Consumer price indexes (1949=100) between November and December rose in three cities, fell in two cities, and were unchanged in the other five.* Increases were 0.2 per cent in Montreal and Saskatoon-Regina, and 0.4 per cent in Saint John; decreases were 0.1 per cent in Halifax and 0.2 per cent in Toronto.

Food indexes fell in seven cities, decreases ranging from 0.1 per cent in St. John's, Ottawa and Vancouver to 1.0 per cent in Halifax. Increases in the food indexes were 0.2 per cent in Saint John and Winnipeg and 1.1 per cent in Montreal.

Six cities had higher housing indexes; the other four were unchanged. Clothing indexes were higher in all cities except two, in which they were lower. Transportation indexes rose in five cities, fell in three, and remained unchanged in two. The only change in the health and personal care indexes was a slight decline in the Winnipeg index. In the recreation and reading group, four indexes were higher, four lower, and two unchanged. There were no changes in the city indexes for tobacco and alcohol.

Percentage changes in the regional indexes between November and December were: Saint John +0.4, Montreal +0.2, Saskatoon-Regina +0.2, Toronto −0.2, Halifax −0.1. The remaining five regional indexes were unchanged.

Point changes in regional consumer price indexes were: Saint John +0.5 to 131.9; Montreal +0.3 to 132.3; Saskatoon-Regina +0.3 to 128.3; Toronto −0.2 to 133.0; Halifax −0.1 to 130.8. St. John's, Ottawa, Winnipeg, Edmonton-Calgary and Vancouver remained unchanged at 118.1†, 132.7, 130.1, 127.4 and 130.6 respectively.

Wholesale Price Index, December 1962

The general wholesale index (1935-39=100) stood at 242.4 in December, practically unchanged from the November index of 242.3 but 2.5 per cent higher than the December 1961 index of 236.5.

A moderate advance in one major group index and slight increases in two others narrowly outweighed downward movements

* *See* Table F-2, p. 186.

† On base June 1951=100.

of similar magnitude in four major group indexes. The remaining one—non-metallic minerals products—was unchanged.

The vegetable products group index rose 1.4 per cent to 216.3 from 213.3. Increases of 0.1 per cent or less were recorded for textile products, to 244.3 from 244.1, and chemical products, to 190.2 from 190.1.

The animal products group index moved down 1.3 per cent to 265.4 from 268.8. Decreases in three major group indexes were confined to 0.1 per cent or less: wood products to 318.7 from 319.1, iron products to 254.8 from 255.0, and non-ferrous metals products to 194.6 from 194.7.

The non-metallic mineral products index was unchanged at 189.5.

The residential building material price index (1935-39=100) was 296.2 in December, unchanged from the November index. On the base 1949=100 the index was 129.9.

The non-residential building material price index (1949=100) edged up to 132.9 from 132.4.

The index of Canadian farm product prices (1935-39=100) eased down 0.6 per cent, in the three week period ended December 21, from 230.9 to 229.6. The animal products index declined 1.8 per cent but the field products index moved up 1.6 per cent.

U.S. Consumer Price Index, December 1962

The United States consumer price index (1957-59=100) declined slightly between mid-November and mid-December, dropping from 106.0 to 105.8. The decline was attributed to lower food prices.

British Index of Retail Prices, November 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 101.4 to 101.8 between mid-October and mid-November 1962. On the base Jan. 17, 1956=100 it rose from 119.1 to 119.6.

The food index rose about 0.5 per cent and the fuel and light index nearly 4.5 per cent. But the transportation and vehicles index dropped nearly 2 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 172

Accidents

1. INTERNATIONAL LABOUR OFFICE. *Benefits in the Case of Industrial Accidents and Occupational Diseases.* Seventh item on the agenda. Geneva, 1962. Pp. 172. At head of title: Report 7 (1). International Labour Conference. 47th session, Geneva, 1963.

Part 1 provides background material, describes the relevant law and practice in some member states, and includes a questionnaire to be completed and returned by member countries.

2. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in the Fabrication of Structural Steel and Architectural Metalwork.* Washington, GPO, 1962. Pp. 66.

Civil Service

3. CANADA. ROYAL COMMISSION ON GOVERNMENT ORGANIZATION. [*Report*]. Abridged ed. *Vol. 1. Management of the Public Service.* Ottawa, Queen's Printer, 1962. Pp. 228.

The four sections of Vol. 1 are: 1. A Plan for Management. 2. Financial Management. 3. Personnel Management. 4. Paperwork and Systems Management.

4. FRANKEL, SAUL JACOB. *A Model for Negotiation and Arbitration between the Canadian Government and its Civil Servants.* Montreal, published by the Industrial Relations Centre, McGill University, 1962. Pp. 76.

Discusses pay determination and the present system of negotiation and arbitration in the Canadian civil service. There is some comparison with the British experience with suggestions of how some of it might be adopted in Canada. In conclusion, the author outlines a proposed Civil Service Arbitration Act which lays down the conditions and scope of arbitration.

Conferences

5. AMERICAN STATISTICAL ASSOCIATION. SOCIAL STATISTICS SECTION. *Proceedings, 1961. Papers and Discussions presented at*

the 121st Annual Meeting of the American Statistical Association, New York City, December 27-30, 1961 . . . Washington, 1962. Pp. 246.

Some of the topics discussed were computer uses in social statistics, educational statistics, the methods of the 1961 Census of Canada, and developments in scientific and technical personnel statistics.

6. DALHOUSIE LABOUR INSTITUTE FOR THE ATLANTIC PROVINCES, HALIFAX, 1961. *Dalhousie Labour Institute for the Atlantic Provinces, April 24-28, 1961.* Halifax, Dalhousie Labour-University Committee, Institue of Public Affairs, Dalhousie University, 1961. Pp. 98.

Partial Contents: Labour and Productivity—1. Labour Approaches and Policies, by Cleve Kidd. 2. A Management Point of View, by Maurice Fisher. Unemployment, by Russell Bell and William Woodfine. Labour-Management Relations in Sweden, by Thorbjorn Carlsson. Present Policies and Trends in Labour Legislation, by Bora Laskin.

7. INDUSTRIAL RELATIONS CONFERENCE (MICHIGAN). 7TH, UNIVERSITY OF MICHIGAN, 1961. *Critical Issues affecting Labor-Management Relations.* [*Proceedings of*] *Seventh Annual Industrial Relations Conference, March 29-30, 1961.* [Detroit, Institute of Labor and Industrial Relations (University of Michigan-Wayne State University), 1962?]. Pp. 160.

Conference sponsored by the Labor and Industrial Relations Center of Michigan State University and the Section on Labor Relations Law of the State Bar of Michigan.

Topics discussed: Public Measures to Increase Jobs and Protect Income. Impact of Job Security on Collective Bargaining. Collective Bargaining Approaches to Job Security. Work Rules and Practices. Collective Bargaining: New Approaches to the Problem of Achieving Agreement.

8. INTERNATIONAL CONFERENCE FOR WOMEN WORKERS. 2ND, GERSAU, SWITZERLAND, 1960. *Report.* Amsterdam, International Federation of Industrial Organizations and General Workers' Unions, 1962. 1 vol. (various pagings).

Some of the topics discussed were social problems of women workers, ILO activities relating to women workers, equal pay for equal work, and how to recruit women into labour unions.

9. "RESOURCES FOR TOMORROW" CONFERENCE, MONTREAL, 1961. *Proceedings.* Ottawa, Queen's Printer, 1962. Pp. 519.

Conference held October 23-28, 1961, under the sponsorship of the federal Department of Northern Affairs and National Resources and all the provincial Governments.

The Conference considered such "renewable" resources as are associated with agriculture, soil, water, forestry, fisheries, wildlife, and recreation. ". . . in relation to national, regional and provincial goals for economic development; some problems of resource policy, management and administration being identified, and guidelines for action proposed."

10. SOCIAL SECURITY CONFERENCE. 4TH, UNIVERSITY OF MICHIGAN, 1962. *The Labor Market and Social Security. Proceedings of the Fourth Annual Social Security Conference, January 23 and 24, 1962, University of Michigan.* Kalamazoo, W. E. Upjohn Institute for Employment Research, 1962. Pp. 168.

Sponsored by the Institute of Labor and Industrial Relations (University of Michigan-Wayne State University) and the Labor and Industrial Relations Center, Michigan State University.

Contents deal with postwar labour market developments; labour market lessons from abroad; the place of the employment service; the retraining issue; unemployment insurance and today's unemployment risks; depressed areas; retirement programs and the changing participation of the aged in the labour force.

11. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific Manpower, 1961; Selected Papers delivered at the 1961 Annual Meetings of the American Statistical Association and the American Association for the Advancement of Science.* Washington, GPO, 1962. Pp. 30.

Contents: Three Years after the Hauser Committee Report on Scientific and Technical Personnel Data. Periodic Establishment Surveys of Employment in Science and Engineering. Studies of Demand for Scientific and Technical Personnel. Census-Related Studies of Scientific and Technical Personnel. Engineering and Science—a Struggle for Survival.

Corporations

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Financial Committees,* by Norman E. Pflomm. New York, 1962. Pp. [66].

Discusses the advantages and disadvantages of financial committees. Contents: The Use of Finance Committees. The Finance Committee. The Capital Appropriations Committee. The Budget Committee. The Pension Committee. The Salary Committee. The General Accounting Committee.

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Inflation and Corporate Accounting,* by Francis J. Walsh. New York, 1962. Pp. [103].

Contents: Impact of Inflation on Financial Statements. Considerations in making Price Level Adjustments. Viewpoints of Accounting Practitioners. Opinions of Accounting Societies and Government Agencies. Experience with Price Level Adjustments.

Economic Conditions

14. GEARY, ROBERT CHARLES, Ed. *Europe's Future in Figures.* Contributors: J. Benard [and others]. Amsterdam, North-Holland Pub. Co., 1962. Pp. 343.

Articles on long-term economic forecasting in Belgium, France, West Germany, Great Britain, Italy, Netherlands, and Switzerland, etc.

15. JOHNSON, HARRY GORDON. *Canada in a Changing World Economy.* Toronto, published in co-operation with Carleton University by University of Toronto Press, 1962. Pp. 62. Alan B. Plaunt Memorial Lectures given at Carleton University in 1962.

Contents: The Changing Balance of Power in the World Economy. The Changing International Economic System. The European Economic Community. Strains on the American Dollar. Stagnation in the Canadian Economy, 1958-1961. The Unemployment Problem. The Problem of Growth. The Problem of Foreign Trade. Choices in Canada's Commercial Policy.

16. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1961.* New York, United Nations, 1962. Pp. 193.

Education

17. NATIONAL SOCIETY FOR THE STUDY OF EDUCATION. COMMITTEE ON IN-SERVICE EDUCATION. *In-Service Education for Teachers, Supervisors, and Administrators.* Edited by Nelson B. Henry. Chicago, NSSE; distributed by the University of Chicago Press, 1957. Pp. 376.

Contents: The Need, History, and Basic Character of In-Service Education. Roles of Teachers, Administrators, and Consultants. In-Service Education Programs. Organization, Education, Training.

18. STATON, THOMAS FELIX. *How to Instruct Successfully; Modern Teaching Methods in Adult Education.* New York, McGraw-Hill, 1960. Pp. 292.

". . . Tells how to prepare and present a period or course of instruction."

Education, Vocational

19. CONFERENCE FOR TRADE AND INDUSTRIAL EDUCATION. CENTRAL REGION. COMMITTEE ON TRAINING AIDS. *Three-Dimensional Teaching Aids for Trade and Industrial Instruction.* [Rev. ed.]. Compiled by Harold J. Rosengren. [Washington, GPO, 1962]. Pp. 46.

The original edition was prepared by the Conference for Trade and Industrial Education, North Atlantic Region, Committee on Teaching Aids. Contains photographs of a number of instructional aids made by students or teachers, each one accompanied by a brief statement of the purpose of the teaching aid.

20. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training in Carpentry Construction.* Washington, GPO, 1962. Pp. 56.

". . . An examination of the scope of carpenter apprenticeship among unionized firms in the building construction industry."

Employees' Benefit Plans

21. U.S. BUREAU OF LABOR STATISTICS. *Digest of One Hundred Selected Health and Insurance Plans under Collective Bargaining, Winter 1961-62.* Washington, GPO, 1962. Pp. 215.

Gives information about eligibility, requirements, life insurance, accidental death and dismemberment, accident and sickness, and hospitalization in connection with the plans covered.

22. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance, and Pension Plan Coverage in Union Contracts, Late 1960.* Washington, GPO, 1962. Pp. 4.

23. U.S. BUREAU OF LABOR STATISTICS. *Multi-Employer Pension Plans under Collective Bargaining: Prevalance, Benefit Provisions, Administrative Procedures, Functions of the Administrator, Individual Worker's Pension Rights, Financial Management, Spring 1960.* Washington, GPO, 1962. Pp. 131. Based on 736 plans covering 3.2 million workers.

Labour Supply

24. BAUM, SAMUEL. *The Labor Force of Hungary.* Washington, GPO, 1962. Pp. 34.

One of the International Population Statistics Reports of the U.S. Bureau of the Census.

25. HARTLE, DOUGLAS G. *The Employment Forecast Survey.* Toronto, University of Toronto Press, c1962. Pp. 153.

This is a study of the Employment Forecast Survey conducted by the Economics and Research Branch of the federal Department of Labour.

26. U.S. BUREAU OF EMPLOYMENT SECURITY. *Telephone Communication, Labor Market Developments.* Washington, 1962. Pp. 13.

27. U.S. PRESIDENT'S COMMITTEE TO APPRAISE EMPLOYMENT AND UNEMPLOYMENT STATISTICS. *Measuring Employment and Unemployment.* Washington, GPO, 1962. Pp. 412. Robert A. Gordon, Chairman.

The Committee was asked by the President "to review the procedures used in collecting and tabulating statistics of employment and unemployment, the concepts used in classifying the labor force, and the analysis and publication of final results."

Labouring Classes

28. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories, 1961.* London, HMSO, 1962. Pp. 102.

29. MCCARTHY, J. *Employment Services Placement of the Handicapped; Report on the International Seminar, Paris, 11th-13th December 1961.* [Project No. 8/08-B]. Paris, Organization for Economic Co-operation and Development, 1962. Pp. 20.

An account of an international seminar on the selection and training of employment service staff specializing in the placement of the handicapped.

30. U.S. Bureau of Labor-Management Reports. *Union Financial Statistics; Selected Financial Data of Labor Organizations filing Annual Reports under the Labor-Management Reporting and Disclosure Act.* Washington, GPO, 1962. Pp. 66.

Contains tables which show "total assets and liabilities as of the end of the union's fiscal year; total receipts during the fiscal year, distributed by dues and 'other' ; and total disbursements distributed by payments of any kind to officers and employees, loans made and other disbursements."

Professional Workers

31. U.S. Bureau of Employment Security. *Placement of Professional Personnel.* Rev. ed. Washington, GPO, 1962. Pp. 68.

Provides information for those people, working in U.S. local employment offices, who interview persons seeking professional, technical and management positions.

32. U.S. Bureau of Employment Security. *Professional Placement Service of the United States Employment Service.* Washington, 1962. Pp. 14.

33. Wade, Worth. *Business and the Professional Unions, with a Survey of Patent Clauses in Union Contracts.* Ardmore, Penn., Advance House, Publisher, c1961. Pp. 34.

The author considers these questions: "1. Is organization desirable for technical personnel? 2. What is the trend in professional unions? 3. Who owns the inventions of technical employees? 4. What is the attitude of the unorganized scientist, the employer, the unions and the professional societies?"

Transportation

34. Canada. Royal Commission on Transportation. [*Report*]. Vol. 3. Ottawa, Queen's Printer, 1962. Pp. 620.

Contains studies prepared for the Royal Commission on various aspects of transportation.

35. U.S. Presidential Railroad Commission. *Report.* Washington, GPO, 1962. Pp. 327. Appendix. V. 1-4. Washington, GPO, 1962. 4 vols.

Contents of Appendices: V. 1. Index-Digest to the Record of the Commission's Hearings. V. 2. Pay Structure Study, Railroad Operating Employees. V. 3. Studies relating to Railroad Operating Employees. V. 4. Studies relating to Collective Bargaining Agreements and Practices outside the Railroad Industry.

Wages and Hours

36. Gifford, John Liddell King. *Wages, Inflation, Productivity; Adequate Adjustment of Wages, Margins, Salaries to Inflation, Productivity, Prosperity.* Sydney, Angus and Robertson, 1961. Pp. 163.

"One purpose of this book is to point the way for all interested in securing adequate adjustment of minimum wages and salaries to inflation, and to increased productivity and prosperity." The book is intended as a textbook for first-year students in economics and statistics in Australian universities.

37. U.S. Bureau of Labor Statistics. *Industry Wage Survey: Eating and Drinking Places, June 1961.* Washington, GPO, 1962. Pp. 55.

Summarizes wages and related information for employees of eating and drinking places in 27 metropolitan areas in the U.S. Contains occupational descriptions.

38. U.S. Bureau of Labor Statistics. *Industry Wage Survey: Hotels and Motels, June 1961.* Washington, GPO, 1962. Pp. 38.

Summarizes wage and related information for employees of hotels, tourist courts, and motels in 23 metropolitan areas. Contains occupational descriptions.

39. U.S. Bureau of Labor Statistics. *Summary of Earnings Series, 1939-62.* Washington, 1962. Pp. 12.

40. U.S. Bureau of Labor Statistics. *Union Wages and Hours: Printing Industry, July 1, 1961 and Trend, 1907-61.* Washington, GPO, 1962. Pp. 45.

Miscellaneous

41. DeGrazia, Sebastian. *Of Time, Work, and Leisure.* New York, Twentieth Century Fund, 1962. Pp. 559.

This study by the Twentieth Century Fund examines the nature of leisure in an industrial society.

42. Friedman, Milton. *Price Theory, a Provisional Text.* Chicago, Aldine Publishing Company, c1962. Pp. 285.

The text of this book was developed from lecture notes prepared for the author's classes at the University of Chicago.

43. Rothman, Stuart. *What You should Know about the Regional Offices of the National Labor Relations Board; an Address at the Information Program for Labor and Management at the University of Illinois, April 19, 1962.* Washington, GPO, 1962. Pp. 39.

44. Touzel, Bessie. *The Province of Ontario—its Welfare Services.* 4th ed. . . . rev. by Lillian Burke. Toronto, Ontario Welfare Council, 1962. Pp. 110.

45. U.S. Internal Revenue Service. *Statistics of Income: U.S. Business Tax Returns, 1959-60.* Washington, GPO, 1962. Pp. 39.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,497	595	1,833	2,377	1,100	592
Men	4,741	444	1,355	1,701	806	435
Women	1,756	151	478	676	294	157
14–19 years	572	65	188	178	99	42
20–24 years	821	91	273	261	135	61
25–44 years	2,966	248	844	1,104	494	276
45–64 years	1,939	174	481	750	339	195
65 years and over	199	17	47	84	33	18
Employed	5,956	507	1,641	2,247	1,027	534
Men	4,273	364	1,186	1,593	743	387
Women	1,683	143	455	654	284	147
Agriculture	538	32	102	144	245	15
Non-agriculture	5,418	475	1,539	2,103	782	519
Paid Workers	4,945	426	1,396	1,943	713	467
Men	3,401	295	971	1,337	466	332
Women	1,544	131	425	606	247	135
Unemployed	541	88	192	130	73	58
Men	468	80	169	108	63	48
Women	73	*	23	22	10	10
Persons not in the Labour Force	5,850	655	1,711	1,931	1,005	548
Men	1,394	179	393	422	259	141
Women	4,456	476	1,318	1,509	746	407

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JANUARY 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,347	1,864	3,584	973	3,676	921	1,329
Labour force	6,497	572	3,439	827	819	641	199
Employed	5,956	486	3,175	697	794	617	187
Unemployed	541	86	264	130	25	24	12
Not in labour force	5,850	1,292	145	146	2,857	280	1,130
Participation rate[2]							
1963, January 19	52.6	30.7	96.0	85.0	22.3	69.6	15.0
1962, December 15	53.3	31.9	96.4	85.4	23.4	69.6	15.4
Unemployment rate[3]							
1963, January 19	8.3	15.0	7.7	15.7	3.1	3.7	6.0
1962, December 15	6.3	12.2	5.7	12.0	2.0	3.0	*

[1]Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The labour force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED JANUARY 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Jan. 1963	Dec. 1962	Jan. 1962
Total unemployed	541	414	545
On temporary layoff up to 30 days	38	27	39
Without work and seeking work	503	387	506
Seeking full-time work	481	366	484
Seeking part-time work	22	21	22
Seeking under 1 month	127	127	133
Seeking 1—3 months	251	165	231
Seeking 4—6 months	71	51	75
Seeking more than 6 months	54	44	67

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December....	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February.....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June.....	48.2	492.1	161.6	.....	.....	.....	.....	.....	.....	1,726.2
July.....	48.7	485.0	165.7	.....	.....	.....	.....	.....	.....	1,711.5
August.....	48.3	490.6	166.9	85.8	397.8	98.3	726.1	1,456.1	222.2	1,725.1
September...	47.6	498.4	164.3	.....	.....	.....	.....	.....	.....	1,749.2
October*.....	47.1	493.3	165.3	.....	.....	.....	.....	.....	.....	1,734.7
November†..	46.8	489.9	162.1	.....	.....	.....	.....	.....	.....	1,713.1

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at November 1962 employers in the principal non-agricultural industries reported a total employment of 2,963,858. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August	127.0	188.1	80.80	117.6	187.9	82.62
September	126.5	189.5	81.40	117.6	190.8	83.91
October*	125.4	189.9	81.57	115.9	191.8	84.34
November†	124.2	189.9	81.58	114.7	192.4	84.58

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961
				$	$	$
Provinces						
Newfoundland	137.9	147.3	149.2	71.88	74.00	73.10
Prince Edward Island	145.4	154.3	144.1	56.00	56.22	55.58
Nova Scotia	96.2	96.6	97.5	65.70	66.92	65.16
New Brunswick	104.8	107.6	107.5	65.64	65.49	64.30
Quebec	125.5	126.4	123.3	79.17	78.94	76.36
Ontario	126.2	126.2	122.0	84.88	84.80	81.54
Manitoba	112.1	115.3	111.4	75.91	76.55	74.05
Saskatchewan	125.9	130.6	124.2	78.51	78.37	74.71
Alberta (including Northwest Territories)	158.0	161.9	155.5	82.63	83.12	81.39
British Columbia (including Yukon)	116.7	118.3	113.1	88.70	88.71	86.59
Canada	**124.2**	**125.4**	**121.6**	**81.58**	**81.57**	**78.82**
Urban areas						
St. John's	155.3	154.7	148.7	60.03	61.02	57.62
Sydney	79.6	79.0	80.0	77.66	82.45	79.01
Halifax	125.1	124.1	126.7	67.32	67.86	65.48
Moncton	117.9	112.5	113.1	61.12	61.90	60.02
Saint John	106.1	106.1	110.1	65.97	65.75	62.93
Chicoutimi—Jonquiere	108.4	110.8	109.6	100.01	100.70	98.48
Quebec	125.2	125.5	119.1	71.07	70.70	67.47
Sherbrooke	112.9	114.1	111.2	68.70	69.03	65.25
Shawinigan	83.0	83.1	100.4	89.88	88.40	85.91
Three Rivers	117.3	119.1	114.8	77.32	76.88	74.45
Drummondville	83.4	84.6	83.4	67.74	67.18	62.44
Montreal	129.2	129.8	127.5	80.56	80.67	78.19
Ottawa—Hull	136.1	136.2	134.3	75.32	76.32	73.41
Kingston	121.6	120.6	115.3	80.62	80.04	76.88
Peterborough	95.5	95.8	91.4	91.31	91.71	88.32
Oshawa	195.3	192.6	181.0	108.40	98.77	96.23
Toronto	142.2	141.4	136.5	84.62	84.96	81.60
Hamilton	116.5	114.5	111.0	90.25	90.78	86.71
St. Catharines	114.6	114.3	112.7	96.03	93.72	86.69
Niagara Falls	95.4	100.4	96.2	82.96	81.55	82.57
Brantford	87.1	87.9	83.2	77.00	77.01	74.02
Guelph	129.7	129.9	121.2	76.00	76.80	73.04
Galt	117.9	116.9	106.2	73.49	72.88	71.45
Kitchener	136.4	137.2	127.9	77.08	77.41	75.40
Sudbury	129.0	128.7	146.8	91.24	92.25	91.40
Timmins	89.3	89.2	90.1	75.57	74.51	72.82
London	137.2	139.2	136.0	77.83	77.46	74.99
Sarnia	126.2	129.5	127.0	106.11	105.23	101.54
Windsor	75.3	74.7	74.0	95.30	92.87	88.27
Sault Ste. Marie	145.1	147.0	143.8	106.22	100.45	98.58
Fort William—Port Arthur	108.9	110.4	109.0	83.76	82.78	82.11
Winnipeg	111.5	113.8	110.8	72.75	72.90	70.90
Regina	143.1	144.5	138.5	76.75	76.66	74.11
Saskatoon	138.8	142.9	137.6	72.44	73.03	69.83
Edmonton	203.0	207.6	197.6	77.19	77.58	75.64
Calgary	178.2	182.3	175.2	81.20	81.46	77.91
Vancouver	115.8	115.6	112.0	86.89	86.79	84.68
Victoria	119.9	118.1	110.2	80.57	80.17	77.78

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961
				$	$	$
Mining	**114.3**	**116.1**	**116.6**	**100.74**	**99.65**	**97.75**
Metal mining	127.8	129.3	130.1	101.41	100.78	99.52
Gold	68.6	68.8	69.5	83.59	82.88	81.94
Other metal	182.8	185.4	186.4	107.61	106.95	105.61
Fuels	84.6	82.7	87.8	104.91	105.15	98.81
Coal	39.6	39.2	44.1	76.17	80.38	77.35
Oil and natural gas	268.2	260.5	275.1	122.28	120.38	113.55
Non-metal	140.3	154.7	139.9	90.63	86.75	88.27
Manufacturing	**114.7**	**115.9**	**110.9**	**84.58**	**84.34**	**81.87**
Durable goods	118.8	119.7	112.8	91.99	91.47	88.69
Non-durable goods	111.2	112.6	109.4	77.96	77.99	75.97
Food and beverages	116.9	121.7	116.6	72.88	72.27	70.88
Meat products	137.0	137.6	138.9	82.48	83.53	80.52
Canned and preserved fruits and vegetables	122.7	139.9	118.6	57.40	56.48	56.15
Grain mill products	95.6	98.8	100.2	83.19	82.41	80.89
Bread and other bakery products	113.2	112.8	111.8	69.67	69.57	67.96
Distilled and malt liquors	98.1	97.7	100.9	103.19	103.03	98.01
Tobacco and tobacco products	98.5	81.0	91.8	77.25	86.55	76.89
Rubber products	109.7	110.1	102.4	89.24	89.75	85.88
Leather products	90.7	89.7	89.4	57.71	56.76	55.84
Boots and shoes (except rubber)	97.5	95.8	96.2	55.27	54.00	53.11
Other leather products	78.3	78.5	77.2	63.22	62.86	61.97
Textile products (except clothing)	83.7	83.5	81.3	68.77	67.42	65.86
Cotton yarn and broad woven goods	74.5	74.6	75.7	65.82	64.02	63.24
Woollen goods	63.9	62.8	62.4	63.39	63.00	62.42
Synthetic textiles and silk	93.8	93.5	86.5	76.37	73.94	71.58
Clothing (textile and fur)	92.6	94.8	91.5	51.85	52.74	50.86
Men's clothing	98.1	99.0	94.7	51.19	51.66	49.70
Women's clothing	95.7	100.3	95.8	51.38	53.40	50.80
Knit goods	75.7	76.4	74.9	53.37	54.69	51.84
Wood products	106.6	109.9	103.2	73.39	73.30	71.27
Saw and planing mills	107.0	111.3	104.2	75.18	74.99	73.11
Furniture	119.3	120.7	113.1	72.17	72.33	69.79
Other wood products	72.9	81.4	78.9	64.68	64.49	63.36
Paper products	127.2	128.2	123.9	98.14	99.61	96.63
Pulp and paper mills	126.2	128.7	123.9	107.02	107.85	104.87
Other paper products	129.9	127.1	124.0	77.48	79.63	77.29
Printing, publishing and allied industries	126.4	126.5	125.7	91.15	90.96	88.68
Iron and steel products	111.7	112.4	103.6	96.24	96.35	92.65
Agricultural implements	65.7	62.0	57.8	99.22	93.80	95.97
Fabricated and structural steel	153.6	159.2	148.1	98.40	98.80	94.22
Hardware and tools	111.9	111.4	104.3	85.17	84.68	81.87
Heating and cooking appliances	105.3	110.8	101.1	83.22	84.18	79.63
Iron castings	96.9	95.9	91.3	90.31	91.31	89.29
Machinery, industrial	131.8	131.5	117.7	92.59	92.56	88.91
Primary iron and steel	124.3	126.0	117.2	111.81	113.02	106.96
Sheet metal products	116.0	119.6	104.2	91.85	92.61	88.64
Wire and wire products	112.1	111.5	110.9	96.69	95.74	93.25
Transportation equipment	113.7	113.4	108.9	100.89	98.52	95.06
Aircraft and parts	234.1	239.2	261.1	98.39	98.26	97.84
Motor vehicles	119.2	116.8	110.0	123.10	115.52	110.71
Motor vehicle parts and accessories	122.6	120.9	104.4	100.50	96.63	91.09
Railroad and rolling stock equipment	56.6	55.7	56.4	84.80	84.46	83.63
Shipbuilding and repairing	143.8	146.5	130.7	88.89	91.32	84.32
Non-ferrous metal products	122.6	123.0	125.2	95.80	96.03	93.47
Aluminum products	142.9	144.1	140.1	93.21	93.22	89.51
Brass and copper products	101.9	102.8	104.6	91.70	91.91	88.14
Smelting and refining	132.3	132.3	140.2	105.02	105.20	102.58
Electrical apparatus and supplies	152.5	153.2	140.0	90.27	90.58	89.55
Heavy electrical machinery	113.8	112.9	102.0	98.42	98.62	96.41
Telecommunication equipment	278.1	280.9	249.1	87.40	87.08	87.27
Non-metallic mineral products	151.7	151.0	142.0	89.60	89.65	86.23
Clay products	91.2	95.8	88.7	81.26	79.47	78.29
Glass and glass products	168.5	149.9	162.5	86.76	86.87	84.06
Products of petroleum and coal	136.8	138.2	135.4	122.01	121.49	119.86
Petroleum refining and products	139.4	140.2	138.4	122.95	122.61	120.50
Chemical products	130.3	131.3	131.3	99.89	99.57	96.27
Medicinal and pharmaceutical preparations	122.4	123.1	120.6	86.88	87.88	83.82
Acids, alkalis and salts	144.3	143.9	154.6	114.14	113.53	108.47
Other chemical products	129.1	130.5	128.8	99.32	98.83	95.87
Miscellaneous manufacturing industries	154.2	154.1	146.5	72.65	72.85	71.81
Construction	**131.0**	**137.6**	**127.9**	**87.63**	**88.21**	**83.08**
Building and general engineering	127.3	134.5	124.7	95.31	95.43	90.89
Highways, bridges and streets	137.2	142.5	133.2	75.89	76.99	70.81
Electric and motor transportation	141.2	141.5	139.8	86.72	86.60	82.98
Service	**155.5**	**157.7**	**150.7**	**58.15**	**57.92**	**56.08**
Hotels and restaurants	132.9	135.7	129.2	44.27	44.09	42.78
Laundries and dry cleaning plants	133.5	132.7	126.3	50.76	50.72	48.88
Industrial composite	**124.2**	**125.4**	**121.6**	**81.58**	**81.57**	**78.82**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	November 1962	October 1962	November 1961	November 1962	October 1962	November 1961
				$	$	$
Newfoundland	38.2	38.1	38.4	1.69	1.69	1.74
Nova Scotia	39.9	40.9	40.8	1.64	1.64	1.56
New Brunswick	40.9	41.0	41.1	1.61	1.60	1.63
Quebec	42.1	42.3	42.2	1.70	1.70	1.66
Ontario	41.4	41.5	41.1	2.00	1.99	1.93
Manitoba	40.0	40.2	39.7	1.77	1.76	1.73
Saskatchewan	39.0	38.9	38.5	2.00	1.98	1.98
Alberta (includes Northwest Territories)	39.6	40.0	40.0	2.00	1.99	1.98
British Columbia (includes Yukon Territory)	38.1	37.9	38.4	2.32	2.29	2.26

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

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TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961
				$	$	$	$	$	$
Mining	**42.2**	**42.3**	**42.6**	**2.20**	**2.18**	**2.14**	**92.75**	**92.18**	**90.97**
Metal mining	42.4	42.2	42.9	2.26	2.26	2.20	95.89	95.31	94.41
Gold	43.7	43.7	43.2	1.79	1.77	1.75	78.05	77.24	75.58
Other metal	41.9	41.7	42.7	2.45	2.45	2.38	102.64	102.05	101.56
Fuels	40.6	41.6	41.0	2.13	2.09	2.05	86.56	87.17	83.90
Coal	40.4	42.9	41.4	1.82	1.84	1.83	73.60	79.15	75.78
Oil and natural gas	40.9	39.6	40.3	2.57	2.52	2.38	105.43	99.75	96.08
Non-metal	43.4	43.2	43.6	2.00	1.97	1.96	86.95	85.00	85.52
Manufacturing	**41.2**	**41.3**	**41.1**	**1.90**	**1.89**	**1.84**	**78.15**	**77.96**	**75.64**
Durable goods	41.9	41.9	41.6	2.07	2.05	2.00	86.57	85.95	83.29
Non-durable goods	40.5	40.8	40.7	1.73	1.73	1.69	70.22	70.50	68.73
Food and beverages	39.9	40.3	40.1	1.63	1.61	1.60	65.32	65.04	64.13
Meat products	40.4	41.1	40.4	1.92	1.92	1.87	77.45	79.18	75.43
Canned and preserved fruits and vegetables	38.7	39.2	39.0	1.23	1.23	1.21	47.72	48.17	47.15
Grain mill products	41.4	41.3	42.8	1.84	1.83	1.81	76.06	75.60	77.48
Bread and other bakery products	40.8	41.0	41.6	1.55	1.54	1.48	63.28	63.34	61.46
Distilled liquors	41.6	42.7	40.8	2.17	2.18	2.04	90.36	92.85	83.30
Malt liquors	39.0	38.9	39.3	2.39	2.38	2.34	93.10	92.59	91.82
Tobacco and tobacco products	37.6	40.2	39.4	1.88	2.00	1.81	70.79	80.28	71.37
Rubber products	42.9	43.3	42.3	1.96	1.96	1.91	83.85	85.16	80.58
Leather products	41.2	40.5	41.6	1.30	1.30	1.25	53.56	52.53	52.02
Boots and shoes (except rubber)	40.8	39.8	41.1	1.25	1.25	1.20	51.15	49.61	40.29
Other leather products	42.1	42.3	42.6	1.40	1.40	1.37	59.06	59.06	58.25
Textile products (except clothing)	43.2	42.9	43.0	1.44	1.43	1.39	62.19	61.31	59.82
Cotton yarn and broad woven goods	41.6	41.2	41.9	1.47	1.46	1.42	61.36	60.30	59.61
Woollen goods	43.6	43.3	43.8	1.33	1.33	1.31	57.95	57.53	57.51
Synthetic textiles and silk	44.5	44.2	44.2	1.54	1.52	1.45	68.48	67.21	64.18
Clothing (textile and fur)	38.5	39.2	38.6	1.22	1.22	1.19	46.92	47.89	45.80
Men's clothing	38.5	38.8	38.1	1.22	1.22	1.19	46.89	47.43	45.27
Women's clothing	36.2	37.1	36.6	1.27	1.30	1.23	45.85	48.07	45.11
Knit goods	41.7	42.6	42.2	1.17	1.15	1.12	48.84	48.89	47.11
*Wood products	41.7	41.7	41.9	1.68	1.67	1.62	69.86	69.67	68.03
Saw and planing mills	40.5	40.5	40.8	1.79	1.78	1.74	72.71	72.24	70.89
Furniture	44.0	44.2	44.0	1.52	1.52	1.48	67.02	67.28	65.11
Other wood products	42.7	42.7	43.1	1.39	1.39	1.35	59.16	59.39	58.39
Paper products	41.3	41.7	41.6	2.25	2.26	2.19	92.82	94.18	91.27
Pulp and paper mills	41.2	41.8	41.6	2.45	2.44	2.38	100.92	102.11	99.01
Other paper products	41.5	41.6	41.7	1.72	1.75	1.70	71.58	72.94	70.94
Printing, publishing and allied industries	38.8	38.9	39.3	2.32	2.32	2.25	89.96	90.13	88.36
*Iron and steel products	41.9	41.9	41.1	2.19	2.19	2.13	91.85	91.83	87.79
Agricultural implements	40.5	37.3	40.0	2.25	2.20	2.18	90.97	82.28	87.24
Fabricated and structural steel	43.0	43.5	41.2	2.18	2.17	2.09	93.59	94.32	86.09
Hardware and tools	43.5	43.6	42.6	1.83	1.82	1.77	79.52	79.13	75.55
Heating and cooking appliances	41.7	42.1	41.0	1.85	1.87	1.82	76.99	78.76	74.63
Iron castings	41.8	42.2	42.6	2.08	2.08	2.01	86.78	87.68	85.77
Machinery, industrial	42.8	42.7	41.5	2.04	2.05	2.00	87.45	87.59	82.90
Primary iron and steel	41.1	41.2	40.2	2.62	2.64	2.55	107.76	108.73	102.60
Sheet metal products	41.5	42.0	40.8	2.08	2.07	2.04	86.27	87.22	83.09
Wire and wire products	42.3	42.4	41.8	2.17	2.14	2.10	91.83	90.60	87.69
*Transportation equipment	42.2	41.7	41.5	2.27	2.24	2.17	95.97	93.38	90.05
Aircraft and parts	40.7	41.1	42.5	2.16	2.16	2.14	87.94	88.81	91.15
Motor vehicles	46.0	44.2	44.3	2.58	2.49	2.39	118.89	110.21	105.93
Motor vehicle parts and accessories	43.4	42.3	40.6	2.21	2.16	2.10	96.55	91.44	85.26
Railroad and rolling stock equipment	39.2	39.2	39.1	2.11	2.10	2.08	82.81	82.43	81.41
Shipbuilding and repairing	40.2	41.0	40.0	2.17	2.21	2.06	87.30	90.40	82.45
*Non-ferrous metal products	41.2	41.4	41.0	2.16	2.16	2.14	89.16	89.49	87.66
Aluminum products	42.5	42.7	41.9	1.94	1.93	1.86	82.56	82.49	78.15
Brass and copper products	41.5	41.8	41.3	2.07	2.07	2.01	86.05	86.46	83.00
Smelting and refining	40.5	40.5	40.4	2.42	2.43	2.40	98.20	98.37	96.95
*Electrical apparatus and supplies	41.3	41.5	41.8	1.91	1.91	1.89	78.82	79.31	79.20
Heavy electrical machinery and equipment	42.0	42.1	41.4	2.14	2.14	2.11	89.77	90.09	87.49
Telecommunication equipment	41.1	41.1	41.5	1.72	1.71	1.75	70.61	70.35	72.49
Refrigerators, vacuum cleaners and appliances	41.0	40.2	40.6	1.96	1.95	1.92	80.30	78.57	77.84
Wire and cable	41.7	43.0	42.7	2.14	2.17	2.07	89.29	93.20	88.40
Miscellaneous electrical products	41.0	41.4	42.5	1.80	1.81	1.80	73.89	74.97	76.55
*Non-metallic mineral products	43.5	43.7	43.1	1.94	1.93	1.87	84.33	84.47	80.81
Clay products	43.0	42.9	42.5	1.74	1.72	1.71	74.63	73.89	72.48
Glass and glass products	41.5	41.1	41.5	1.96	1.95	1.88	81.27	80.16	78.26
Products of petroleum and coal	41.2	41.3	41.4	2.69	2.66	2.64	110.81	110.01	109.28
Petroleum refining and products	41.2	41.3	41.3	2.72	2.70	2.66	112.03	111.40	109.98
Chemical products	41.2	41.2	40.9	2.12	2.11	2.06	87.51	87.07	84.12
Medicinal and pharmaceutical preparations	39.8	40.2	39.9	1.64	1.65	1.59	65.30	66.49	63.17
Acids, alkalis and salts	41.6	41.7	41.0	2.47	2.44	2.38	102.57	101.63	97.39
Miscellaneous manufacturing industries	41.8	42.1	42.3	1.52	1.52	1.49	63.63	63.87	62.95
Professional and scientific equipment	40.5	40.7	41.3	1.88	1.87	1.85	76.22	76.21	76.49
Construction	**40.8**	**41.7**	**40.6**	**2.07**	**2.07**	**1.98**	**84.66**	**86.11**	**80.49**
Building and general engineering	40.9	41.4	40.7	2.27	2.25	2.17	92.62	93.23	88.30
Highways, bridges and streets	40.7	42.3	40.2	1.72	1.73	1.64	70.08	73.04	66.06
Electric and motor transportation	**44.0**	**43.9**	**43.3**	**1.98**	**1.98**	**1.91**	**87.18**	**86.90**	**82.68**
Service	**38.0**	**37.9**	**38.4**	**1.12**	**1.12**	**1.08**	**42.52**	**42.37**	**41.44**
Hotels and restaurants	37.9	37.6	38.0	1.08	1.08	1.05	40.89	40.53	39.90
Laundries and dry cleaning plants	40.1	40.3	40.1	1.07	1.06	1.04	42.71	42.78	41.57

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August	41.0	1.86	76.17	182.5	139.3
September	41.4	1.88	77.61	185.9	141.4
October*	41.3	1.89	77.96	186.8	141.6
November†	41.2	1.90	78.15	187.2	142.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September 1962 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
January 1958	6,822	7,860	14,682	661,965	167,512	829,477
January 1959	9,425	9,295	18,720	615,788	175,574	791,362
January 1960	8,206	10,325	18,531	606,165	180,129	786,294
January 1961	8,866	8,346	17,212	668,766	185,972	854,738
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962[1]	14,281	13,638	27,919	473,575	137,429	611,004
January 1963[1]						

[1]Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1958-1961, AND DURING MONTH, DECEMBER 1961-DECEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958–Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959–Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960–Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961–Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961–December	361,979	91,992	62,933	36,436	61,219	35,284
1962–January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	220,755	98,476	96,217	50,615	91,653	42,692
October	272,614	103,871	101,603	45,949	89,619	38,324
November	321,696	113,014	86,859	43,840	74,957	33,481
December	338,121†	94,465†	58,253	40,470	57,541	39,613

†Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING DECEMBER 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from December 1961
Agriculture, Fishing, Trapping	**1,022**	**1,490**	**2,512**	**+ 1,613**
Forestry	**1,737**	**21**	**1,758**	**+ 109**
Mining, Quarrying and Oil Wells	**518**	**54**	**572**	**− 68**
Metal Mining	218	9	227	− 30
Fuels	177	22	199	− 17
Non-Metal Mining	59	4	63	− 3
Quarrying, Clay and Sand Pits	21	0	21	+ 6
Prospecting	43	19	62	− 24
Manufacturing	**8,525**	**4,229**	**12,754**	**+ 443**
Foods and Beverages	833	543	1,376	+ 63
Tobacco and Tobacco Products	46	2	48	− 190
Rubber Products	60	36	96	− 27
Leather Products	161	208	369	+ 27
Textile Products (except clothing)	280	244	524	+ 60
Clothing (textile and fur)	292	1,175	1,467	− 60
Wood Products	1,371	145	1,516	+ 103
Paper Products	436	155	591	− 402
Printing, Publishing and Allied Industries	450	273	723	+ 170
Iron and Steel Products	1,826	252	2,078	+ 580
Transportation Equipment	1,370	132	1,502	− 61
Non-Ferrous Metal Products	225	82	307	− 51
Electrical Apparatus and Supplies	400	482	882	+ 194
Non-Metallic Mineral Products	248	99	347	+ 61
Products of Petroleum and Coal	24	18	42	+ 5
Chemical Products	206	141	347	− 63
Miscellaneous Manufacturing Industries	297	242	539	+ 34
Construction	**7,175**	**126**	**7,301**	**− 545**
General Contractors	4,513	63	4,576	− 781
Special Trade Contractors	2,662	63	2,725	+ 236
Transportation, Storage and Communication	**4,605**	**202**	**4,807**	**− 860**
Transportation	4,290	103	4,393	− 935
Storage	226	21	247	+ 35
Communication	89	78	167	+ 40
Public Utility Operation	**94**	**26**	**120**	**− 214**
Trade	**5,403**	**5,565**	**10,968**	**− 932**
Wholesale	1,913	792	2,705	− 164
Retail	3,490	4,773	8,263	− 768
Finance, Insurance and Real Estate	**366**	**569**	**935**	**+ 78**
Service	**28,096**	**27,331**	**55,427**	**+ 1,027**
Community or Public Service	695	994	1,689	+ 8
Government Service	22,995	17,293	40,288	− 178
Recreation Service	276	125	401	+ 113
Business Service	1,184	482	1,666	+ 287
Personal Service	2,946	8,437	11,383	+ 797
GRAND TOTAL	**57,541**	**39,613**	**97,154**	**+ 651**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT DECEMBER 31, 1962[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	9,438	1,965	11,403
Clerical Workers	18,672	42,496	61,168
Sales Workers	8,902	11,724	20,626
Personal & Domestic Service Workers	40,037	26,897	66,934
Seamen	4,114	66	4,180
Agriculture, Fishing, Forestry (Ex. log.)	7,730	701	8,431
Skilled and Semi-Skilled Workers	211,856	23,724	235,580
Food and kindred products (incl. tobacco)	1,977	664	2,641
Textiles, clothing, etc.	4,102	15,588	19,690
Lumber and lumber products	23,138	199	23,337
Pulp, paper (incl. printing)	1,512	551	2,063
Leather and leather products	1,481	1,264	2,745
Stone, clay & glass products	764	63	827
Metalworking	15,967	878	16,845
Electrical	2,727	1,097	3,824
Transportation equipment	935	41	976
Mining	2,646	—	2,646
Construction	67,146	9	67,155
Transportation (except seamen)	40,180	111	40,291
Communications & public utility	1,062	1	1,063
Trade and Service	6,449	1,953	8,402
Other skilled and semi-skilled	29,087	965	30,052
Foremen	5,070	238	5,308
Apprentices	7,613	102	7,715
Unskilled Workers	172,826	29,856	202,682
Food and tobacco	8,049	10,796	18,845
Lumber & lumber products	18,580	396	18,976
Metalworking	7,584	561	8,145
Construction	91,293	1	91,294
Other unskilled workers	47,320	18,102	65,422
GRAND TOTAL	**473,575**	**137,429**	**611,004**

[1]Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT DECEMBER 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Dec. 31 1962	Previous Year Dec. 29 1961
Newfoundland	**23,495**	**21,268**
Corner Brook	5,075	4,316
Grand Falls	2,591	2,025
St. John's	15,829	14,927
Prince Edward Island	**4,698**	**4,447**
Charlottetown	2,883	2,645
Summerside	1,815	1,802
Nova Scotia	**28,142**	**27,119**
Amherst	1,350	1,190
Bridgewater	1,881	1,658
Halifax	5,918	4,966
Inverness	969	981
Kentville	2,516	2,241
Liverpool	659	629
New Glasgow	3,800	3,608
Springhill	1,043	1,020
Sydney	4,273	5,067
Sydney Mines	1,516	1,433
Truro	1,950	1,959
Yarmouth	2,267	2,367
New Brunswick	**28,916**	**27,334**
Bathurst	4,769	4,930
Campbellton	2,232	1,804
Edmundston	1,923	2,125
Fredericton	2,142	1,625
Minto	383	420
Moncton(2)	7,669	7,286
Newcastle	2,731	2,477
Saint John	3,341	3,261
St. Stephen	1,467	1,421
Sussex	666	627
Woodstock	1,593	1,358
Quebec	**195,639**	**187,701**
Alma	2,655	2,487
Asbestos	1,003	666
Baie Comeau	1,131	1,096
Beauharnois	1,355	1,464
Buckingham	1,231	1,160
Causapscal	1,844	1,810
Chandler	2,158	2,136
Chicoutimi	2,344	2,445
Cowansville	465	403
Dolbeau	1,317	1,274
Drummondville	2,453	2,487
Farnham	620	744
Forestville	812	927
Gaspé	1,792	1,694
Granby	3,394	3,033
Hull	4,215	3,997
Joliette	4,596	4,543
Jonquière	3,127	2,799
Lachute	1,252	935
Lac Megantic	1,266	1,098
La Malbaie	2,085	2,148
La Tuque	804	1,131
Lévis	3,958	4,072
Louiseville	1,312	1,225
Magog	829	722
Maniwaki	731	772
Matane	2,992	2,644
Mont-Laurier	985	991
Montmagny	2,183	2,030
Montréal	64,315	61,778
New Richmond	1,791	1,880
Port Alfred	1,419	1,388
Québec	13,522	13,201
Rimouski	3,998	4,531
Rivière du Loup	4,807	4,750
Roberval	1,415	1,491
Rouyn	2,367	2,375
Ste. Agathe des Monts	1,080	906
Ste. Anne de Bellevue	1,194	1,065
Ste. Thérèse	2,697	2,365
St. Hyacinthe	2,563	2,453
St. Jean	2,606	2,226
St. Jérôme	3,326	2,485
Sept-Iles	2,408	2,422
Shawinigan	4,881	4,847
Sherbrooke	5,690	5,365
Quebec—Concluded		
Sorel	2,501	2,794
Thetford Mines	2,317	1,913
Trois-Rivières	6,004	5,464
Val d'Or	1,713	1,530
Valleyfield	2,695	2,617
Victoriaville	2,602	2,304
Ville St. Georges	2,819	2,618
Ontario	**179,398**	**188,875**
Arnprior	438	461
Barrie	1,357	1,408
Belleville	1,759	2,068
Bracebridge	1,213	1,431
Brampton	1,299	1,380
Brantford	2,709	3,213
Brockville	730	706
Carleton Place	371	333
Chatham	2,568	2,541
Cobourg	955	1,117
Collingwood	1,050	1,063
Cornwall	3,151	3,659
Elliot Lake	424	638
Fort Erie	808	750
Fort Frances	702	785
Fort William	2,627	2,922
Galt	1,375	1,594
Gananoque	398	460
Goderich	700	777
Guelph	1,544	2,110
Hamilton	11,625	13,819
Hawkesbury	1,043	947
Kapuskasing	860	892
Kenora	1,156	1,126
Kingston	2,179	2,485
Kirkland Lake	950	1,502
Kitchener	3,070	3,375
Leamington	1,646	910
Lindsay	666	784
Listowel	417	515
London	5,190	4,288
Long Branch	3,224	3,656
Midland	1,328	1,477
Napanee	841	857
New Liskeard(3)	654	—
Newmarket	1,331	1,369
Niagara Falls	2,824	3,030
North Bay	1,981	1,815
Oakville	777	876
Orillia	1,086	1,108
Oshawa	4,612	4,611
Ottawa	7,543	6,794
Owen Sound	1,823	1,919
Parry Sound	654	757
Pembroke	1,850	1,992
Perth	606	668
Peterborough	2,979	3,537
Picton	569	572
Port Arthur	3,472	4,757
Port Colborne	1,572	1,132
Prescott	913	978
Renfrew	734	598
St. Catharines	4,292	4,903
St. Thomas	1,596	1,259
Sarnia	2,480	2,960
Sault Ste. Marie	3,417	3,137
Simcoe	1,775	1,432
Sioux Lookout see footnote(4)	—	255
Smiths Falls	574	552
Stratford	827	896
Sturgeon Falls	1,043	1,086
Sudbury	5,565	3,826
Tillsonburg	769	419
Timmins	1,725	2,286
Toronto	41,472	43,579
Trenton	804	838
Walkerton	797	1,101
Wallaceburg	715	919
Welland	2,419	2,630
Weston	3,491	3,725
Windsor	8,453	9,512
Woodstock	831	998

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT DECEMBER 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Dec. 31 1962	Previous Year Dec. 29 1961
Manitoba	**29,148**	**30,269**
Brandon	2,626	2,826
Dauphin	1,831	1,987
Flin Flon	198	248
Portage la Prairie	1,327	1,530
The Pas	509	423
Winnipeg(4)	22,657	23,255
Saskatchewan	**21,002**	**22,949**
Estevan	457	537
Lloydminster	474	606
Moose Jaw	1,600	1,813
North Battleford	1,394	1,406
Prince Albert	3,004	2,750
Regina	4,902	5,613
Saskatoon	4,764	5,120
Swift Current	1,009	1,273
Weyburn	484	630
Yorkton	2,914	3,201
Alberta	**32,040**	**33,790**
Blairmore	495	547
Calgary	10,484	10,005
Drumheller	561	584
Edmonton	13,235	14,739
Edson	492	480
Grande Prairie	861	881
Lethbridge	3,085	3,323
Medicine Hat	1,575	1,628
Red Deer	1,252	1,603
British Columbia	**68,526**	**71,284**
Chilliwack	2,431	2,670
Courtenay	1,559	1,731
Cranbrook	1,306	1,026
Dawson Creek	1,247	998
Duncan	1,270	1,264
Kamloops	1,531	1,636
Kelowna	1,401	1,911
Kitimat	179	213
Mission City	1,352	1,683
Nanaimo	1,556	1,385
Nelson	1,030	1,279
New Westminster	9,709	10,652
Penticton	1,665	1,907
Port Alberni	762	770
Prince George	2,494	1,716
Prince Rupert	1,853	1,688
Princeton	529	716
Quesnel	810	970
Trail	1,006	1,112
Vancouver	28,546	28,976
Vernon	1,950	2,453
Victoria	3,683	3,956
Whitehorse	657	572
CANADA	**611,004**	**615,036**
Males	473,575	478 470
Females	137,429	136,566

(1)Preliminary subject to revision.

(2)Includes 897 registrations reported by the Magdalen Islands Local office.

(3)Prior to May 1962, figures included with Kirkland Lake local office.

(4)Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—October	4,040,000	3,795,900	244,100
September	3,977,000	3,779,200	197,800
August	3,995,000	3,796,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, NOVEMBER 30, 1962

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)							Percentage Postal	November 30, 1961 Total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	374,191	180,702	50,585	55,354	29,112	16,526	10,350	31,562	34.8	385,964
Male	274,881	142,869	39,099	40,198	18,240	9,892	5,789	18,794	37.0	286,374
Female	99,310	37,833	11,486	15,156	10,872	6,634	4,561	12,768	28.6	99,590
Newfoundland	14,032	7,268	2,093	1,864	844	491	356	1,116	74.6	13,810
Male	12,720	6,873	1,951	1,708	692	388	265	843	75.9	12,647
Female	1,312	395	142	156	152	103	91	273	62.0	1,163
Prince Edward Island	2,504	1,582	286	283	137	63	29	124	71.1	1,850
Male	1,914	1,225	229	208	103	43	20	86	73.5	1,357
Female	590	357	57	75	34	20	9	38	63.6	493
Nova Scotia	19,320	8,610	2,349	2,762	1,661	1,125	522	2,291	47.6	18,546
Male	15,998	7,382	1,934	2,348	1,270	852	392	1,820	48.7	15,203
Female	3,322	1,228	415	414	391	273	130	471	42.3	3,343
New Brunswick	17,990	9,354	2,410	2,335	1,239	783	436	1,433	59.8	14,962
Male	14,269	7,564	2,030	1,820	928	587	303	1,037	60.9	11,436
Female	3,721	1,790	380	515	311	196	133	396	55.6	3,526
Quebec	111,469	52,759	16,139	16,274	8,851	4,929	3,318	9,199	30.0	107,561
Male	82,014	41,558	12,548	11,792	5,978	3,073	1,788	5,277	31.3	77,910
Female	29,455	11,201	3,591	4,482	2,873	1,856	1,530	3,922	26.3	29,651
Ontario	109,821	51,644	13,969	17,386	8,800	4,860	2,956	10,206	24.9	121,689
Male	74,468	38,302	9,925	11,861	4,859	2,530	1,487	5,504	25.2	86,773
Female	35,353	13,342	4,044	5,525	3,941	2,330	1,469	4,702	24.3	34,916
Manitoba	18,705	9,541	2,861	2,605	1,217	705	409	1,367	27.2	18,497
Male	14,190	7,763	2,320	1,809	786	367	244	901	30.3	13,989
Female	4,515	1,778	541	796	431	338	165	466	17.3	4,508
Saskatchewan	11,641	6,291	1,541	1,536	741	392	258	882	48.8	13,790
Male	8,813	5,429	1,296	990	349	165	127	457	52.2	10,759
Female	2,828	862	245	546	392	227	131	425	38.4	3,031
Alberta	22,393	11,798	2,930	3,124	1,606	934	552	1,449	60.0	22,738
Male	16,474	9,669	2,288	2,237	714	451	276	839	64.6	16,968
Female	5,919	2,129	642	887	892	483	276	610	47.4	5,770
British Columbia	46,316	21,855	6,007	7,185	4,016	2,244	1,514	3,495	28.0	52,521
Male	34,021	17,104	4,578	5,425	2,561	1,436	887	2,030	30.3	39,332
Female	12,295	4,751	1,429	1,760	1,455	808	627	1,465	21.7	13,189

Note: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, NOVEMBER 1962

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	9,599	7,863	1,736	5,728	4,465	1,263	5,221
Prince Edward Island	1,990	1,664	326	1,090	878	212	1,050
Nova Scotia	10,891	8,115	2,776	8,277	6,344	1,933	4,625
New Brunswick	11,913	9,091	2,822	9,059	7,329	1,730	4,822
Quebec	70,944	50,344	20,600	57,810	45,522	12,288	28,343
Ontario	71,210	49,987	21,223	59,723	45,421	14,302	27,374
Manitoba	13,675	10,110	3,565	9,503	7,452	2,051	6,004
Saskatchewan	8,533	6,621	1,912	5,644	4,395	1,249	4,267
Alberta	14,846	10,345	4,501	12,230	9,513	2,617	7,020
British Columbia (incl. Yukon Territory)	29,962	21,532	8,430	25,196	18,569	6,627	10,744
Total, Canada, November 1962	243,563	175,672	67,891	194,160	149,888	44,272	99,470
Total, Canada, October 1962	150,444	95,524	54,920	131,265	91,890	39,375	50,067
Total, Canada, November 1961	252,551	178,400	74,151	212,546	159,464	53,082	87,889

*In addition, revised claims received numbered 35,639.

†In addition, 35,517 revised claims were disposed of. Of these, 3,615 were special requests not granted and 2,353 appeals by claimants. There were 8,943 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, NOVEMBER 1962

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	23,546	554,733
Prince Edward Island	3,244	67,271
Nova Scotia	40,216	895,052
New Brunswick	35,754	798,324
Quebec	236,735	5,654,041
Ontario	256,303	6,094,820
Manitoba	38,581	921,087
Saskatchewan	20,812	486,673
Alberta	43,017	1,045,647
British Columbia (including Yukon Territory)	95,713	2,416,025
Total, Canada, November 1962	793,921	18,933,673
Total, Canada, October 1962	672,646	15,753,741
Total, Canada, November 1961	881,230	20,938,313

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1961—December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1962

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal care	Recreation and reading	Tobacco and Alcohol
	Dec. 1961	Nov. 1962	Dec. 1962							
(1)St. John's, Nfld.	116.5	118.1	118.1	112.3	114.6	112.0	123.6	154.7	152.1	101.1
Halifax	129.5	130.9	130.8	122.3	134.4	125.8	139.6	163.2	164.8	124.5
Saint John	130.7	131.4	131.9	125.5	131.8	122.8	144.0	184.8	150.7	124.5
Montreal	130.9	132.0	132.3	133.5	134.8	108.6	160.8	169.0	143.8	118.7
Ottawa	131.6	132.7	132.7	127.1	137.7	121.2	152.0	163.8	143.9	123.8
Toronto	131.9	133.2	133.0	125.7	139.7	120.7	132.0	156.0	185.1	121.8
Winnipeg	128.9	130.1	130.1	128.1	129.5	121.4	135.1	173.2	141.1	120.4
Saskatoon-Regina	126.1	128.0	128.3	125.2	127.4	128.1	136.9	144.8	148.2	119.5
Edmonton-Calgary	125.8	127.4	127.4	122.4	127.5	125.7	131.0	162.8	144.6	119.5
Vancouver	130.1	130.6	130.6	127.6	134.8	118.9	138.4	150.3	146.2	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10
October	21	42	9,957	108,040	0.10
November	29	49	9,565	76,740	0.07
December	13	29	3,641	56,660	0.05

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	950
Mines	...	...	...
Manufacturing	16	3,269	52,200
Construction	4	123	890
Transpn. & utilities	2	32	530
Trade	4	79	1,250
Finance	...	...	...
Service	...	...	...
Public administration	2	100	840
All industries	29	3,641	56,660

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	23	50
New Brunswick	...	...	...
Quebec	6	2,108	44,640
Ontario	14	969	8,570
Manitoba	...	...	...
Saskatchewan	...	...	...
Alberta	1	40	640
British Columbia	7	501	2,760
Federal	...	...	...
All jurisdictions	29	3,641	56,660

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			December	Accumulated		
MANUFACTURING						
Tobacco Products						
Rothmans of Pall Mall Canada Toronto, Ont.	Tobacco Workers Loc. 319 (AFL-CIO/CLC)	260	2,990	2,990	Dec. 5 Dec. 20	Wages, hours~8¢ an hr. increase first yr., 4¢ an hr. second yr.; reduction in weekly hours from 40-37½, other improved benefits.
Rubber						
Dominion Rubber, Kitchener, Ont.	Rubber Workers Loc. 80 (AFL-CIO/CLC)	131 (235)	330	330	Dec. 14 Dec. 19	Disciplinary suspension of one worker~Return of workers.
Wood						
Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	300	1,200	Nov. 28 Dec. 4	Discharge of one worker~Return of workers.
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	18,630	86,360	Aug. 28	New agreement~
Transportation Equipment						
York Gears, Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	242	1,210	1,330	Nov. 30 Dec. 10	Wages, hours ~ Return of workers, further negotiations
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,239 (40)	24,780	124,810	Aug. 17	Management rights, job evaluation, seniority rights~

Figures in parentheses indicate the number of workers indirectly affected.